CANADA

THE LABOUR GAZETTE

Migration of Professional Workers to and from Canada (p. 61)

Published Monthly by the
DEPARTMENT OF LABOUR
CANADA

Vol. LXII No. 1
JANUARY 31, 1962

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(Continued on page three of cover)

THE LABOUR GAZETTE

Official Journal of the Department of Labour, Canada

Hon. Michael Starr, Minister — George V. Haythorne, Deputy Minister

Published Monthly in English and French

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CORRESPONDENCE—Address letters dealing with editorial matters to the Editor, those dealing with subscriptions to the Circulation Manager. SUBSCRIPTIONS—Canada: $3 per year, single copies 50 cents each; all other countries: $5 per year, single copies 50 cents each; Send remittance by cheque or post office money order, payable to the Receiver-General of Canada, to The Queen's Printer, % Superintendent of Government Publications, Ottawa. All subscriptions payable in advance. SPECIAL GROUP SUBSCRIPTION OFFER—Five or more annual subscriptions, $1.50 per subscription (Canada only). Send remittance, payable to the Receiver-General of Canada, to the Circulation Manager. BOUND VOLUMES—$5 per copy delivered in Canada, $7 per copy to other countries. CHANGE OF ADDRESS—Please attach label showing previous address.

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52905-7—1

NOTES OF CURRENT INTEREST

Committee Will Review Method Of Measuring U.S. Unemployment

United States President John F. Kennedy has appointed a committee of six professional economists to analyse the procedure by which the number of jobless is tabulated, and to make recommendations for improvement of the method. This action followed extensive criticism of the Government's method of counting the unemployed.

Federal Government leaders in the U.S. have been disturbed by the high level of unemployment that has obtained despite the current economic upsurge.

Criticism of the present method of counting the unemployed has come from union leaders who, however, assert that the figures are too low rather than too high. The jobless count, they say, should be higher to include as unemployed those involuntarily working part-time; these persons are now listed as employed.

On the opposite side have been critics who claim that students looking for work, and housewives seeking work to supplement the family income, should not be counted as unemployed.

Committee members are: Prof. Robert Aaron Gordon of the University of California, chairman; Robert Dorfman of Harvard University, Albert E. Ross of Chicago, Frederick F. Stephan of princeton University, economist Etanley Ruttenberg of the AFL-CIO, and Martin R. Gainsbrugh of the National Industrial Conference Board .

A Canadian committee to consider changes in the monthly statistical report on employment and unemployment was set up in March 1960. The committee's recommendation for a national estimate of unemployment was adopted by the Government in October that year (L.G. 1960, p. 1109).

Department Publishes Latest Wage Rates and Hours Report

Wage Rates, Salaries and Hours of Labour, Report No. 43, prepared by the Economics and Research Branch of the Department of Labour, has just been issued. It brings together in one volume the results of the October 1960 survey of wage rates, salaries and hours of labour in Canadian industry that were issued between February and June 1961 in the form of loose-leaf tables for separate industries and communities.

As in previous years, tables are included for 85 separate industries, each providing information on wage rates for selected occupations particularly characteristic of the industry in question. Copies of the 400-page book (Catalogue No. L2-543) may be obtained from the Queen's Printer Ottawa, price $1 each.

Citizens' Forum Exploring Impact Of Rapid Industrial Growth

In a series of 13 television programs, the CBC Citizens' Forum is exploring the aspects of rapid industrial development and its impact on the daily lives of Canadians.

Citizens' Forum, a joint project of the Canadian Broadcasting Corporation and the Canadian Association for Adult Education, decided on this subject for study because Canada is to be host in May and June this year to The Duke of Edinburgh's Second Commonwealth Study Conference on the human consequences of industrialization.

The series began January 14 with a program titled "In a Company Town," which studied the situation in a town where the requirements of industry have dictated where and how the inhabitants live.

The January 28 program, titled "In a Recently Incorporated Oil Town," dealt with a situation where Texan executives and government planners have converged on a remote community.

Next in the series will be "In a Group of Coal-Mining Towns," to be presented on February 4. It will portray conditions where hope still remains that this declining industry may survive.

February 11—In a Railway Town, depicting how the replacement of steam locomotives by diesels has affected town life.

February 25—In a New Pulp and Paper Community, where modern methods and concepts are likely to change the pattern of a whole area.

March 4—In a Fishing Town, where local Indians must adjust to mechanization and large-scale marketing.

March 11—In a Small Town, where one foundry, in a family for three generations, provides a living for a large sector of the community.

March 18—In a Rural Area, where industry has come to supplement agriculture.

March 25—In a Small Industrial Town, where traditions of family life have been broken up within a single generation.

April 1—In a Boom Town, a town which came into being, then dwindled away because of the pressures of fluctuations of world markets.

April 8—With the Emphasis on Women, dealing with the involvement of women in and their reactions to technological change.

April 15—With the Coming of Automation, a study of the change for the worker in heavy industry.

A summing up in a seminar will be presented on the April 22 program.

Commission on Status of Women Established by U.S. President

Employment problems of women will be studied by a Commission on the Status of Women established by United States President Kennedy by an executive order last month. Mrs. Eleanor Roosevelt has been appointed its chairman; Mrs. Esther Peterson, Assistant Secretary of Labor and Director of the U.S. Women's Bureau, is vice-chairman.

The Commission is composed of 26 men and women, supplemented by subcommittees. Its own small staff is to receive help from the Department of Labor and other government agencies and to seek co-operation of a wide variety of individuals, institutions and civic groups.

The Commission will study the progress and make recommendations for action in the following areas:

—Employment policies and practices of the federal Government.

—Employment policies and practices, including those on wages, under federal contracts.

—Effects of federal social insurance programs and tax laws on the net earnings and other income of women.

—Appraisal of federal and state labour laws dealing with such matters as hours, night work and wages, to determine whether they are accomplishing the purposes for which they were established and whether they need to be adapted to changing technological, economic and social developments.

—Differences in legal treatment of men and women in regard to political and civil rights, property rights, and family relations.

—New and expanded services that may be required for women as wives, mothers and workers, including education, counselling, training, home services, and arrangements for care of children during the working day.

The Commission is expected to recommend means for giving appropriate recognition to women's civic and political accomplishments and rights, for strengthening home life and for protecting mothers who do not wish outside employment as well as those who seek it because of need or individual choice. It is also to recommend methods for overcoming discrimination against women in employment and civil, political and property rights, and to suggest how their skills should be developed and used to national advantage in domestic and international affairs.

The Commission's report is to be completed by October 1, 1963.

A week after President Kennedy's executive order, the Chairman of the U.S. Civil Service Commission instructed all government agencies to review their personnel policies and operations to make sure there is no discrimination against women. The agencies were given until March 1 to report on their review.

The agencies were told to include a statement of specific reasons when they requested a civil service list of persons eligible for employment on the basis of "men only" or "women only".

U.S. President Forms Committee To Help Find Jobs for Youth

United States President John F. Kennedy has named a 23-member committee in an effort to find work for about one million unemployed youths. The committee includes federal, state, and local officials and citizens.

Chairman of the committee is U.S. Secretary of Labor Arthur J. Goldberg. Others of cabinet rank in the committee are Secretary of Commerce Luther H. Hodges; Secretary of Health, Education and Welfare Abraham A. Ribicoff; Administrator of the Housing and Home Finance Agency Robert C. Weaver, and Attorney-General Robert F. Kennedy.

Labour leaders on the committee include President George Meany of the AFL-CIO; Mrs. Mildred Jeffreys, Community Relations Director of the United Auto Workers; Joseph A. Beirne, President, Communications Workers of America; and Cornelius J. Haggerty, President, Building and Construction Trades Department, AFL-CIO.

Donald J. Hardenbrook, National Vice-President, National Association of Manufacturers, and Richard Wagner, President, U.S. Chamber of Commerce, are also members.

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Provincial Federation of Labour Presents Brief to B.C. Govt.

Vigorous efforts to reduce unemployment were urged by the British Columbia Federation of Labour in a brief presented to the provincial Cabinet last month. The Federation emphasized particularly the difficulties that young people between the ages of 17 and 24 years have in obtaining employment.

It suggested that a legislative committee be formed to deal with the problems of youths who are trying to find work on leaving school.

The Federation's delegation, which was led by President Robert Smeal and Secretary Pat O'Neal, saw little promise of increased employment during 1962.

The brief asked for financial help for those who are taking formal or vocational training while unemployed. It urged participation by the provincial Government in the winter works program to the extent of bearing 50 per cent of the cost of aid to municipalities, and a federal and provincial government program to provide more money for capital projects for schools, universities, hospitals, housing, roads and parks.

Raising of the basic minimum wage from the present "totally inadequate" 60 cents and hour to $1.25 an hour, and measures to stop discrimination against job-seekers of more than 40 years of age in some industries, were also requested.

Other measures proposed were:

Restoration by the Government of medical care for single, unemployed men on social assistance.

—Free education at all levels, the cost to be borne by the general revenue fund.

—Collective bargaining rights for employees of the Government and of crown companies, by amendment of the Labour Relations Act and the Power Act by which the British Columbia Power Commission was set up.

—A bonding law to protect workers against "fly-by-night" contractors who go bankrupt and are unable to pay wages due their employees.

—An investigation into "deplorable conditions" in Vancouver's garment industry.

—Legislation to forbid firms from hiring professional strikebreakers, a practice that the Federation said was gaining popularity in British Columbia.

—Amendment of the Municipal Act to allow paid officers or employees of a municipality to be candidates for public office.

The Federation asked for a full investigation into the expropriation by the Government of the British Columbia Electric Co. It favoured the expropriation, but questioned the manner in which it had been accomplished. It requested an appraisal of the Company's assets, with publication of all accounting details, and the right to submit the terms of the expropriation to arbitration.

The Federation presented a lengthy statement on real estate matters, in which it complained that mortgagees who charge high interest rates, and also require large bonus payments and short-term conditions of payment, are guilty of a "form of villainy."

Enactment was requested of "a bill requiring complete disclosure by all moneylenders of exact nominal, effective and true annual interest rates."

The brief reiterated the Federation's complaints against Bills 42 and 43, and contended that the result of these measures had been that employers have become "more arrogant and unapproachable," and that the trade union movement had been "crippled" and many workers deprived of an effective voice in the settlement of their problems.

Canada Offers 125 Scholarships Under Commonwealth Plan

Nominations for scholarships and fellowships under the Commonwealth Scholarship and Fellowship Plan were by March 31, 1961 being invited by 13 Commonwealth countries at a total rate of 525 awards a year, according to the Plan's first annual report. The number of scholarships and fellowships already instituted exceeds the 1,000 contemplated when the plan was set up. Of the total of 525, Canada was offering 125.

Review of Tritschler Report (Brandon Strike) in Next Issue

The report of Mr. Justice G. E. Tritschler into the strike at the plant of Brandon Packers Ltd. in Brandon was released in November. A review of this report will be published in the February issue of the LABOUR GAZETTE.

The report of the one-man commission contains the findings of a full inquiry into the course of negotiations between Local 255 of the United Packinghouse Workers and Brandon Packers Ltd., and the actions taken by both parties in connection with the strike, which began February 29 and continued until August 29, 1960.

The commission presented its report in February 1961 but publication was withheld lest its contents prove prejudicial to the trial of the company's two owners on charges of conspiracy, theft and fraud.

Employment in Canada in 1961

Expenditures on housing and durable goods, whose decline in 1960 held back the year's gain in output to 3 per cent, revived in 1961, setting stage for a more rapid and more broadly based economic expansion. Exports continued to rise

Expenditures on housing and durable goods, which when they declined in 1960 held back the year's advance in total output to 3 per cent, showed renewed strength in 1961, setting the stage for a more rapid and more broadly based expansion of economic activity in Canada.

In 1960, there was a good but not outstanding advance, as the increases in consumer spending on services and non-durable goods, in government expenditures and in exports were tempered by the declines in expenditures on housing and durable goods (L.G., Feb. 1961, p. 114).

In 1961, in addition to the revival in housing and in demand for durable goods, exports continued to rise, together with demands emanating from public expenditures and from consumer expenditures on services and non-durable goods. Expansion of business plant and equipment, although it did not place additional demands upon the productive resources of the country, showed signs of firming as the year progressed.

Reflecting these broader developments, the pace of over-all activity quickened noticeably during the course of the year. Labour income, employment and output rose to record levels and unemployment showed an encouraging decline.

In July, average earnings were 2.6 per cent higher than one year earlier, and about 2 per cent higher when allowance is made for price increases of consumer goods and services. When all the figures are in, they will probably show that employment in 1961 averaged about 1.5 per cent higher than the year before. There has been little change in the length of the work week in manufacturing; the standard 40-hour week has been fairly general since the beginning of 1960. Industrial production has shown a steady upward trend since the beginning of 1961 after showing declines for three successive quarters. The main advance has been in durable goods, which, as indicated earlier, was partly responsible for the slowdown in 1960.

The drop in unemployment during 1961 has been particularly encouraging. In the previous year, unemployment increased despite an employment advance of almost 2 per cent. In the summer and fall of 1961, however, unemployment declined very sharply and by November was estimated to be 80,000 lower than a year earlier, though still somewhat higher than in November 1959. The coming of winter brings with it a seasonal slackening in employment and an increase in unemployment but because of the strength of recent advances in economic activity and the general atmosphere of confidence prevailing in industry, the rise in unemployment this winter is expected to be less than seasonal.

The Municipal Winter Works Incentive Program is expected to play an increasingly important role in stimulating employment at the local level this winter. This program was instituted by the federal Government in the fall of 1958 and has since grown rapidly. The estimated number employed under it numbered only 42,000 in the first winter but reached 121,000 in the winter of 1960-61. Projects submitted by municipalities so far this year indicate that the number employed under the expanded 1961-1962 program will be substantially higher this winter.

An important feature of 1961 was the renewed strength of demand in those areas of employment, notably durable goods manufacturing, where men make up a large part of the labour force. As a result, men accounted for a substantially larger proportion of the increase in employment than women. In November 1961, employment was 126,000 higher than a year earlier, and men accounted for more than half of the increase. This contrasts sharply with the pattern of the previous year, when virtually all of the increased number of employed were women and most of the increase was in the service-producing industries.

Much of the support for the rise in employment has come from renewed strengthening in manufacturing. In November, total manufacturing employment showed a year-to-year advance of 96,000. The most noticeable improvement was in durable goods. Sizeable gains were recorded in aircraft, shipbuilding, iron and steel products, motor vehicles and electrical apparatus. Most of the soft goods industries operated at moderately higher levels than the year before.

Employment in non-manufacturing industries declined slightly, mainly reflecting production cutbacks in mining and forestry. The

service-producing industries showed continuing strength, although they were less expansive than in the previous two years.

Activity in the construction industry was fairly well maintained. More houses were being built than in the previous year and there were increasing demands for institutional and government facilities. On the other hand, outlays for new plant and equipment showed a moderate decline, although in the final months of the year there were indications of slight upward revisions in investment plans. At mid-year a significant number of construction projects were behind schedule, partly because of unfavourable weather in the early spring. During the late fall, moreover, a strike held up work in the Montreal area. In most parts of the country, however, mild weather late in the year enabled contractors to make up for time lost earlier in the year.

The Labour Supply

The labour force increased at a slower rate during 1961 than in the previous year. For the first 11 months, the increase over the corresponding period in 1960 averaged only 120,000, representing a gain of 1.9 per cent. This compares with a rate of 2.8 per cent in 1960 and a long-term average of 2.2 per cent.

The slowdown in the growth of the male labour force was quite striking. Averaging only 34,000 higher than in 1960, the increase was considerably smaller than in any recent year. The female labour force showed a continuing high growth rate although the increase was less spectacular than in 1960. Expansion of jobs in the service-producing industries, which employ a relatively high proportion of women, has moderated somewhat from the unusually high rate in the previous year. As a result, somewhat fewer women have been attracted into the labour force.

Increased school attendance among males under the age of 20 had a significant influence on the growth rate of the male labour force during the past year. Other contributing factors were earlier retirements of older men and lower immigration. The total inflow of immigrants in the first nine months dropped to the lowest level in 10 years.

The increasing proportion of young people taking formal and informal training is encouraging. As job opportunities are limited for people lacking in skills or education, there is little doubt that this trend will continue. Under the new federal-provincial agreement (L.G., Nov. 1961, p. 1096), the technical and vocational training program will be greatly increased. During the year ending March 1, 1962, it is estimated that $85,000,000 will be spent on new school buildings and equipment. This greatly expanded building program, 75 per cent of which will be financed by the federal Government, will provide facilities for vocational courses at the high school level and the trade and technical levels in all areas of industrial, service and commercial activity. In this new agreement, emphasis is placed on upgrading and retraining those now employed, as well as on pre-employment training for those entering the labour force. The number of unemployed persons receiving training has increased each year and a substantial increase is expected during the coming winter.

The decline in unemployment was quite noticeable in the fall months of 1961. In the third quarter of the winter, the number unemployed averaged 328,000, or 4.9 per cent of the labour force. A year earlier it was 336,000, or 5.1 per cent of the labour force. The decrease over the year was mainly among unemployed men, particularly in the 20 to 24 age group.

Some 269,000 of those unemployed in the third quarter of 1961 were men and of these 93,000 were under 25 years, 101,000 were 25 to 44 years and 75,000 were over 45 years. Some 137,000, or slightly more than half, were married.

The number of unemployed women was 59,000 in the third quarter of 1961. Of these, 35,000 (more than 60 per cent) were under 25 years of age. Almost the same number were single.

The decline in unemployment during the year can be attributed largely to the employment recovery in durable goods manufacturing. Rehiring in these industries was responsible for a sharp drop in the number of unemployed men. The number of unemployed women was virtually unchanged over the year; in fact, unemployment among women has not changed appreciably for several years even though the proportion of women participating in the labour force has been rising steadily. This development reflects in part the generally strong demand for women workers, particularly in service industries.

Wages and Working Conditions

The average of weekly wages and salaries for non-farm employees in Canada was $78.30 in July 1961. This represents an increase of $2.02, or 2.6 per cent,, over July 1960. This was a smaller rate of increase in wages and salaries than in the previous year, but as consumer prices rose

by only one half of 1 per cent in the period, the gain in real average earnings was more than 2 per cent.

The rise in weekly wages and salaries between July 1960 and July 1961 was shared by all major industrial groups in the economy. Above-average wage and salary gains were achieved in the finance and transportation sectors and more than 5-per-cent increase was recorded in the service industries. Wages and salaries in manufacturing and in trade increased by an amount equivalent to the average increase for all industries, whereas slightly less than average gains were achieved in the mining, construction and public utilities sectors of industry.

A survey of pension plans in effect in Canadian manufacturing industries on May 1, 1960 indicates that two out of three plant workers and about eight out of ten office workers were employed in establishments that provide a pension plan. In establishments that reported pension plans, more than two thirds of the plant workers and three quarters of the office workers were in establishments that provide to employees partial or full vested rights in the pension plan. Almost one half of both plant and office workers in manufacturing were in establishments with pension plans that provide for the integration of pension benefits with payments under the Old Age Security Act.

At the beginning of 1961 there were 1,446,942 union members in Canada, of whom 1,070,837 were members of the Canadian Labour Congress. Union membership was about one third of the non-farm labour force.

In the first six months of last year, 116 major collective agreements, each affecting 500 or more workers, were signed; the agreements covered more than 280,000 workers in total and provided wage increases for 240,000. All but three of these agreements were signed without recourse to strike action. More than half of them covered workers in manufacturing and affected approximately 75,000 workers in this industry sector. Other major groups of employees for whom new contracts were negotiated were 110,000 non-operating railway workers, 42,000 employees in logging, and 28,000 hospital and municipal workers. Most of the major agreements signed during the first half of the year were for periods ranging between one and two years.

Wage increases of less than 10 cents an hour on base rates were the most common in one-year contracts and increases ranging between 5 and 15 cents an hour over the life of the agreement were most frequent in the two-year contracts. In the majority of the three-year contracts signed during this period, increases in base rates ranged from 10 to 20 cents an hour over the life of the agreement.

—Prepared by Labour Market Analysis Section in collaboration with Employment and Labour Market Division, Economics and Research Branch, Department of Labour.

Migration of Professional Workers into and out of Canada, 1946-1960

Nearly 92,000 professional workers immigrated to Canada between 1946-1960 but in 1950-60 period, 42,000 professional and technical workers emigrated to U.S.

Nearly 92,000 professional persons immigrated to Canada between 1946 and 1960; more than 54 per cent came during the five-year period 1953-57. Of this number, more than 16,000, or almost 18 per cent, were engineers, who constituted the largest single group of immigrants among the professional classes.

During the period 1950-60, however, Canada lost 42,014 professional and technical workers through emigration to the United States. Nearly 50 per cent of them were either engineers (18.7 per cent) or nurses (30.5 per cent). Emigration was heaviest in the years 1956, 1957, 1959 and 1960.

These statistics are given in a new bulletin just issued by the Department of Labour. The bulletin, *The Migration of Professional Workers Into and Out of Canada 1946-1960,* is No. 11 in the Professional Manpower Series prepared by the Economics and Research Branch.

The principal purpose of the report is "to assess the extent of the movement of professional manpower both into and out of the country, to point out the main characteristics of the manpower taking part in such migrations and to comment on some of the factors influencing the extent and nature of the movements," the book's foreword says.

Although in recent years the total number of immigrants has declined, the influx of professional workers has been maintained at the high level of 7,000 reached in 1952, with the result that the ratio of professional to total immigration reached 7.1 per cent in 1960.

The report points out that the immigration figures given have the weakness, among others, that they represent the occupations that the immigrants, before they left for Canada, said they intended to follow, and it cannot be assumed that they are the occupations actually followed by the immigrants after they arrived in this country.

The main weakness in the figures on emigration is that adequate information is available only on the exodus to the United States, the report says. As far as can be ascertained, however, "the combined emigration from Canada to the United States and to the United Kingdom, within recent years, has made up from 70 to 80 per cent of the total emigration from Canada, with the flow to the United States constituting more than 60 per cent of the total outward movement."

Factors Determining Immigration to Canada

During the period 1946-50, immigration of professionals, as of non-professionals, was held back by shortage of shipping; requirements for sponsoring; restrictions on the admission of former enemy aliens; special concessions in favour of displaced persons, very few of whom were in professional occupations; the unusually low proportion of British immigrants, among whom there had always been a large number of professionals; and the priority given by Canadian immigration policy to immigrants destined for work in agriculture and other primary industries.

In the period 1951-57, the main factor responsible for the sharp rise in the immigration of professionals was the liberalization of Canadian immigration policy in mid-1950.

This consisted largely of allowing a considerable volume of unsponsored immigration, varying with economic conditions in Canada. In fact, this meant an occupational selection of unsponsored immigrants in the light of domestic employment conditions. Controls on the admission of enemy aliens were likewise relaxed, and this had the result of increasing the immigration of Germans in various professional occupations from 1951 onwards.

The year 1957 was a turning point, and in 1958, 1959 and 1960 the flow dropped to less than half what it had been in 1957. "The reasons for the decline in the immigration of professionals in these years have been mostly economic and have reflected conditions both at home and abroad," the report states.

Foremost among the reasons for the decline were the diminished demand for certain professional classes consequent upon the slackening of industrial activity in Canada, and, on the supply side, prosperous conditions in continental Europe and in the United Kingdom, which made it more difficult to attract professionals from these countries.

Types of Professional Immigrants

Next to engineers, graduate nurses formed the largest group of professional immigrants during the 1946-60 period, with 13,713, or 14.9 per cent of the total. Teachers and professors came next with 11,766, or 12.8 per cent; then draughtsmen and designers wih 9,520, or 10.4 per cent.

Among engineers, the most numerous types were civil engineers with 4,930, electrical engineers with 4,362, and mechanical engineers with 3,963. The numbers of other professional groups are given in the bulletin. The proportion of professional immigrants to total immigrants was about 2 per cent during the period 1946 to 1951, except in 1947, when it reached 3 per cent. In 1952, it rose to 4.3 per cent. Since 1953 it has exceeded 5 per cent, reaching its highest point, 7.1 per cent, in 1960.

As a proportion of the total in the profession in the Canadian labour force in 1951, immigrant achitects came first at 99.4 per cent. Draughtsmen and designers, electrical engineers and mechanical engineers came next, all of these professions exceeding 60 per cent. Numerically, teachers and professors stood almost the highest; but proportionately to the numbers of the profession in the labour force, they formed only 10.6 per cent.

Ethnic Origins of Immigrant Professionals

During the 1946-60 period, 53.1 per cent of the immigrant professionals were of British origin, 15.5 per cent from the United States, 5.2 per cent of German ethnic origin, and 3.9 per cent of Dutch origin. The ethnic origin of the remaining professional immigrants did not attain 3 per cent in any instance.

In the period 1953-1960, immigrant professionals of British origin made up 50 per cent or more of the immigrants in most professional fields.

Province of Destination of Immigrants

A little more than 70 per cent of the immigrant professionals during the 1946-1960 period gave Ontario or Quebec as their destination—46.7 per cent were going to Ontario and 23.5 per cent to Quebec. A little more than 11 per cent intended to go to British Columbia, 7.3 per cent to Alberta, and 3.4 and 3.2 per cent to Manitoba and Saskatchewan respectively. Only a small proportion gave as their destination the Maritime Provinces, the Yukon or the Northwest Territories.

Women among Immigrant Professionals

For professional occupations as a whole, the proportion of women professionals ranged from 26.5 in 1957 to 38.6 per cent in 1960. "The year 1957 actually recorded the highest number of women professionals admitted to Canada in the 12 years from which the data are available," the bulletin states.

Women constituted almost 100 per cent of the immigrant nurses, and 50 per cent or more of the teachers and professors admitted to Canada in all years. "The proportion of women among laboratory technicians and assistants ranged from 28.7 in 1953 to 41.3 per cent in 1958; and, among physicians and surgeons, from 10.6 in 1954 to 14 per cent in 1957. In 1953 and 1954, women dentists contributed over 18 per cent of the total of immigrant dentists for those two years, although the numbers involved were fairly small."

The study showed that "for each of the years . . . from 1947 to 1960, women professionals constituted a higher percentage of the total female immigrants destined to the Canadian labour force than did the male professionals admitted to Canada during the same years. This, in fact, corresponds with the situation for the Canadian labour force as a whole . . ."

Immigrants as Proportion of Professionals Hired

During the two-year period 1956-57, of the total number of 7,714 engineers, scientists, and architects hired by the 2,500 employers who took part in a survey conducted by the Department of Labour, 19.7 per cent were recent immigrants. Another survey covering the year 1959 showed that recent immigrants as a proportion of the total had declined to 15.6 per cent. The findings of the surveys are cited by the bulletin.

Emigration of Professionals—Causes

Reasons given in the report for the departure of professionals to the United States include: higher salaries in that country than in Canada, greater variety of opportunities, close proximity to Canada, large number of students drawn to the United States to study and induced to remain there to work after studies are completed, and the rigours of the Canadian climate.

Referring to the loss to Canada of some of those who go to the United States to study, the bulletin points out that this is partly offset by the fact that, as regards the many who return to Canada, there is a return flow of professional skill that is acquired without cost to the Canadian taxpayer, who pays for the subsidizing of Canadian universities.

Of the types of professionals who emigrated to the United States during the 1950-60 period, nurses were the most conspicuous; they made up 30.5 per cent of the total of professional emigrants. Engineers constituted 18.7 per cent. Other groups were accountants and auditors (5.4 per cent), draughtsmen (5.2 per cent), teachers (9.4 per cent), scientists (4.4 per cent), physicians and surgeons (4.8 per cent), and technicians (7.4 per cent).

Net Immigration

During the 1950-60 period, the only year in which emigration of professionals exceeded immigration was 1950. The year of highest net immigration (immigration minus emigration) was 1957, when it reached 10,432. This was also the year in which both immigration and emigration reached their highest levels.

Nurses were the only group in which emigration exceeded immigration for the period as a whole, the number who entered Canada being 12,616, and the number who left the country for the United States being 12,834.

In net immigration three groups stood out far above the rest, together constituting 47 per cent of the total net immigration of porfessionals for the period. These were: engineers, 6,984; draughtsmen and designers, 6,510; and teachers and professors, 6,359.

For the whole 11-year period, emigration amounted to 49.5 per cent of total immigration. Except for 1950, when there was a net loss, the ratio of emigrants to immigrants was highest in 1959, when it amounted to 73.5 per cent. In 1960 it was only slightly lower at 72.6 per cent. The ratio was lowest in the years 1953, 1954 and 1957, when it was 32.8, 34.6 and 35.0 per cent respectively.

In every one of the years 1946 to 1960 emigration of Canadian professionals to the United States was partly balanced by immigration of professionals from that country to Canada. In 1946, for example, immigration was 500, and emigration, 2,127;

in 1952, the figures were 1,381 and 3,172 respectively; in 1957, they were 1,154 and 5,608, and in 1960, they were 1,628 and 5,400.

One important way in which professionals come into Canada from the United States, and to a lesser extent from the United Kingdom, although the numbers involved cannot be measured, is the considerable inflow of immigrants who come to Canada to manage and administer Canadian subsidiaries of American companies.

From 1953 to 1960, for example, 5,013 persons from the United States indicated "manager" as their intended occupation, compared with 3,412 who immigrated from the United Kingdom during the same period. A good proportion of those classed as managers are believed to have had professional training.

Immigration vs. Graduations as Source of Supply

In many fields for several years, total immigration contributed larger numbers of professionals than did the corresponding graduations during the same years. "In fact, in 1957, the immigration of professionals in total exceeded the total number of university graduations in professional fields in Canada," the bulletin states.

"On the other hand, during the period under review, total immigration made the smallest contribution in comparison with graduations in terms of manpower in the year 1950, when total immigration comprised less than one tenth of the total number of graduations for that year."

Even net immigration in a few instances supplied more, or nearly as many professionals as the numbers graduated from Canadian universities. This was the case with chemistry for all years, with architecture in four years, and with engineering in two years.

In conclusion the bulletin says: "There is no doubt that the immigration of professionals within the last decade and a half has made a valuable contribution to the Canadian economy as a whole and to certain professions in particular. Many of these immigrants have come to this country already fully trained and frequently with considerable work experience behind them. In many instances, they have also brought along new ideas as well as fresh approaches to the solution of our problems.

"Immigration also possesses a great advantage over other sources of manpower supply inasmuch as the flow can be adjusted to changes in the labour market through government policy . . ."

Regarding the outlook, the report says that, notwithstanding the greater difficulty in obtaining immigrants of this type than in earlier years, it is expected that the flow of immigrant professionals will remain at about the current level within the foreseeable future. But, since emigration of professionals to the United States is expected to continue its slightly upward trend, the result will be that net immigration of professional workers will probably decline as a proportion of total new supplies and show a net loss in certain professional fields. This situation has already developed in the case of engineers, draughtsmen and nurses, which registered net losses in 1959 and again in 1960.

"In the final analysis," the report continues, "this means that relatively more professional workers will have to be trained in Canada to meet the expected requirements for this type of worker. Fortunately, because of the rising college age population and other reasons, it is expected that Canadian university enrolments and graduations will increase markedly in the 1960's and, in fact, by 1970 be more than double that of 1960."

In the United States, the President's committee on equal employment opportunity received 443 complaints of discrimination in companies doing government contract work, during its first seven months of operation. Of these, 121 were disposed of—71 adjusted, 14 withdrawn, 24 dismissed for "no cause" and 12 dismissed for "no jurisdiction." The remaining cases are being investigated.

In government employment, 593 complaints were received, of which 70 were handled: 17 were adjusted by corrective action, 29 concluded with no finding of discrimination, 12 withdrawn, 9 dismissed, and 3 dropped for failure to appear.

Professional Manpower Advisory Committee

At its seventh meeting, Committee recommends establishment of subcommittee to review available statistical information on professional manpower, suggest how to fill gaps in the information, reduce overlapping in gathering information

The establishment of a subcommittee to review the statistical information available regarding professional manpower, to suggest how gaps in the information might be filled, and to reduce overlapping of efforts in the gathering of information was recommended by the Advisory Committee on Professional Manpower at its seventh meeting, held on December 4.

Another suggestion made by the Committee was that a handbook or compendium of statistical information on professional manpower should be published. The delegates thought that those who wanted such information were frequently at a loss to know where to find it, even though it had been published, and that a publication of the kind suggested would be useful in drawing together the information available.

The meeting, which was attended by representatives of professional associations, industry, education, and federal Government departments and crown companies, was opened by Dr. W. R. Dymond, Assistant Deputy Minister of Labour and former Director of the Economics and Research Branch of the Department.

After some introductory remarks about changes that had occurred in the professional manpower situation since the Committee was founded in 1955, Dr. Dymond turned over the chairmanship to the meeting to J. P. Francis, newly-appointed Director of the Branch.

Mr. Francis gave a brief report on the action that had been taken concerning suggestions made by the Committee at the previous meeting. One of the suggestions had been that preliminary reports on the cycle survey of one third of the persons in the Register of Scientific and Technical Personnel, kept by the Economics and Research Branch, should be sent to all those whose names were in the Register, instead of only to the one third who were covered by the survey each year. Mr. Francis said that this suggestion had been followed this year.

A second suggestion had been that the Register should be extended to include the social sciences. This had been carefully considered, the chairman said, but so far the resources of the Branch had not been enough to cover the extra work. In reply to questions, he said that lack of resources was not the only obstacle. Another difficulty was that problems were not as clearly defined in this field as in others.

Regarding the shortage of medical doctors, Mr. Francis remarked that this question was being studied by the Royal Commission on health. He also pointed out that the Department of Labour was precluded from dealing with the medical profession because it came under the purview of the Department of Health and Welfare.

A third suggestion made at the previous meeting had been that more survey work should be done regarding technicians. Mr. Francis said that a National Advisory Committee on Technical Education (L.G., June 1961, p. 546) had held a meeting during the summer under arrangements made by the Vocational Training Branch, and that work was going ahead as a result. The Economics and Research Branch was also preparing an occupational monograph on technicians.

Regarding a fourth suggestion that there should be a broader circulation of the material issued by the Branch regarding research into professional manpower, the chairman said that nothing definite had been done yet, but that there was a growing interest in the Branch's material and that circulation had been growing as a result.

The chairman welcomed the representatives of two new groups on the Committee, the Canadian Veterinary Medical Association and the Pay Research Bureau of the Civil Service Commission.

Dr. Paul H. Casselman

Changes made in the June 1961 census should greatly add to our knowledge of technical and professional manpower, said Dr. Paul H. Casselman in a paper on "Sources of Information on Professional Manpower and Plans for the Future," in which he outlined some of the statistical problems involved in obtaining this kind of information.

"For the first time, information will be available on the major science occupations and, also of great significance, more details will be obtained on the educational background of the Canadian population," he continued. "In the 1951 and earlier censuses, high school and university graduates could not be separated. The data on university and college graduates, which will be obtained as

a result of the June 1961 census, will, it is hoped, allow us to make the best global assessment survey ever made of specialized manpower resources in Canada.

"By relating level of education to earnings, we will be able to throw some light on the question of investment in human capital and on the returns on this investment, and on the relation between education and economic growth."

The 1961 census data, when available, Dr. Casselman said, should also throw more light on the part played by immigration in adding to the supply of the various kinds of professional manpower in Canada during the period 1951-61.

"The establishment of the Economic and Social Research Division in the Department of Citizenship and Immigration has already added to our knowledge in the area as a result of a survey, and release of a subsequent report, dealing with the adjustment process of some 7,000 immigrants to Canada.

"Lastly, proposed changes in the [statistics on] intended professional occupations of immigrants, to be made starting in 1962, will provide us with information on the science, technician and certain other occupations which, so far, has escaped us," the speaker said.

A. M. Sargent

About 85 per cent of the Canadians who graduated from Canadian universities with a Ph.D. degree in science or engineering in 1960-61 and who were immediately entering employment signified that they intended to work in Canada. This was learned in a survey of the future plans of Canadian graduate students conducted by the National Research Council.

The processing and analysis of the data obtained by the survey were undertaken by the Economics and Research Branch of the Department fo Labour, and a report on the survey was given to the Committee by A. M. Sargent of that Branch.

The number of new Ph.D. graduates from Canadian universities included in the survey was 423. Of this number 307, i.e., about three quarters, intended to enter employment at the completion of their doctorate studies. The other 116 intended to go on to studies at a higher level.

Of the 307 new doctors who were planning to go to work after graduation, 208 were Canadians, and of this number only 30 had accepted employment outside Canada.

Information was received in the survey from 165 Canadians studying in American universities who expected to graduate with a doctor's degree during the year 1960-61. Of this number, 114 had made definite plans for the immediate future; 85 had obtained employment, and the other 29 had decided to continue their studies. Of the 85 who had taken jobs, 57—or about 67 per cent—stated that they were returning to Canada to work, 27 were remaining in the United States, and one was going to Britain.

Regarding the type of employment entered by the new graduates, the survey showed that 42 per cent of the new graduate doctors from Canadian universities in the science and engineering classes who were entering employment in Canada had secured employment in universities, 30 per cent planned to enter federal government employment, and 18 per cent had obtained jobs in industry.

Regarding the salaries in prospect for the new graduates, the lowest average annual salary was paid by universities—$6,500. The average annual salary paid by the federal Government was only 2 per cent higher at $6,630, and the average salary paid by industry was $7,740, which exceeded the university rate by 19 per cent.

"A comparison between the average salaries paid by universities in Canada and those paid by universities in the United States shows a differential in favour of American employment of only 5 per cent," the report said.

N. M. Meltz

In a talk on "Trends in Professional Manpower Requirements," N. M. Meltz, Department of Labour, discussed the professional manpower situation in the country as a whole and also with reference to changes in the occupational requirements of a selected sample of firms in the electrical products industry.

The proportion of professionals in the Canadian labour force has been increasing steadily since 1901, and with especial rapidity during the last decade, Mr. Meltz pointed out. By far the largest part of the increase has been due to the expansion of sectors of the economy that employ large proportions of professionals. He mentioned the service industries, particularly community service, as a group in which growth had been most marked.

To find out the reasons for these general trends, the Department of Labour has been making studies in selected industries and firms, Mr. Meltz said. A pilot study of four firms in the electrical apparatus and supplies industry is being completed with the

object of determining the various factors that affect the total numbers employed by a firm and the numbers employed in certain occupations.

Although it was too early yet to form definite conclusions as a result of the study, it was hoped that it would provide the means for assessing future manpower requirements.

J. P. Francis

Investment in science and education will increasingly bulk large in the western countries' plans for promoting economic growth. This was the belief of the Committee for Scientific and Technical Personnel established by the Organization for Economic Co-operation and Development, which came to this conclusion at a meeting in Paris early in November because, although economic growth is more and more based on the application of scientific knowledge, the necessary scientific resources are scarce, said J. P. Francis, Director, Economics and Research Branch, Department of Labour, who was the Canadian representative.

The program of action agreed upon by the Committee included: steps to assess the supply of and demand for scientific and technical personnel and the appropriate planning of investment and allocation of resources; development of the most effective means of supplying basic scientific and technical education; investigation into the ways in which industry may best train and make use of scientific and technical personnel; and provision for consultation between the various countries regarding the above objectives.

Concerning the first of these objectives, Mr. Francis said, the Committee thought that "the study of people and their skills as an important part of national wealth, and of the economic returns from investment in educated manpower, have been neglected by those contributing to economic theory."

With a view to overcoming this deficiency two steps were decided on, "First, a study group on the economics of education was set up last year and provision was made for this group to continue its work throughout the coming year. Second, a policy conference on economic growth and investment in education was organized and held in Washington in September of this year."

Another measure being undertaken was the carrying out in member countries of the Third International Survey on the demand for and supply of scientific and technical personnel. This survey would provide information that would serve as a guide in the development of the OECD'S work in the future, Mr. Francis said.

He pointed out that the survey had already shown the need for considerable improvement in the quality of statistics on the subject. As a result, one or two member countries had been asked to conduct pilot experiments in gathering and analysing such statistical data.

The survey had also shown that there were some serious shortages of scientific and technical personnel in member countries, and attention was being especially concentrated on shortages of mathematicians and statisticians in many of these countries. Information on technicians was considered to be inadequate.

The Committee had also agreed upon two proposals regarding the assessment of needs and resources in technical education. The first was that pilot teams on investment planning and education development should be established to obtain a clearer view of the resources needed. Several countries were being asked to take part in this. Secondly, it was agreed that an effort should be made to collect data on educational expenditures that could be used as a basis for sound international comparisons.

Another project was the collection of information regarding the plans of member countries for expanding higher education, and the comparison of these plans with the needs of the economies of the countries involved.

In the second main sphere of action, i.e., that regarding the development of scientific and technical manpower, the Committee thought that, whereas in the past in several western countries the problem had been how to make the best use of the limited educational opportunities available, in the future the limiting factor might be a shortage of talent to take advantage of the opportunities offered.

Bearing on this question, Mr. Francis said, a report on a conference held in Sweden last June on "Ability and Educational Opportunity in a Modern Economy" was being prepared and would be submitted to the next meeting of the OECD Committee with proposals for action on the lines indicated. This conference had paid particular attention to those persons with intellectual capacity who have not been attracted into higher technological education.

Another project concerns the wastage of university talent due to the high proportion of student failure. A general study on this is in the preparatory stage and will be continued in 1961-62, he said.

Owing to the shortage of resources for expanding the teaching of scientific subjects in OECD member countries, the Committee had considered the use of new methods of teaching science, of which the use of television was one. It was proposed that the OECD should develop two pilot experiments in the possibilities of this method of teaching.

Pilot experiments conducted under the auspices of the Organization for European Economic Co-operation (the forerunner of OECD) concerning secondary school and university curricula in the sciences had resulted in studies that led to the issuing of useful reports on the modern teaching of mathematics, physics and chemistry in secondary schools. The OECD Committee thought that this work should be followed up.

The Committee also considered that there should be more co-ordination in the teaching of science and mathematics in secondary schools, and that those responsible for the teaching of these subjects should be brought together for this purpose. Curricula in science and mathematics in universities should also be examined in relation to changes taking place in the curricula of secondary schools, the Committee thought.

The third important sphere of action discussed by the Committee was the training and utilization of scientific and technical personnel for and by industry. As the outcome of a conference on this subject held in Germany last spring, plans were under way for the holding of another conference to examine the demand for technicians, the development of standards of comparison between the various categories of technicians from country to country and from industry to industry, and the relative roles of industry and education in the training of technicians.

It had been suggested, Mr. Francis said, that such a conference might be held in Canada some time during the latter part of 1962, and this proposal would be considered at the next meeting of the OECD Committee.

Another result of the conference in Germany was that the Secretariat was studying possible action regarding the education and utilization of research engineers in industry, and the best ratio between technicians and engineers in various industries.

One of the main purposes of the activities of the Committee, Mr. Francis said in conclusion, was "that of influencing policies concerning the education and utilization of scientific and technical personnel." It was hoped that this would be accomplished through the bringing together of key people from the various countries concerned.

He remarked that the activities of the OECD seemed to be relevant to Canadian interests in a number of ways, and now that Canada was a full member of the Organization it was expected that greater benefits would be reaped from the connection.

Dr. W. R. Dymond

A report on the Symposium on Education Investment and Economic Growth, convened by the Organization for Economic Co-operation and Development in Washington in October, was given by Dr. W. R. Dymond, Assistant Deputy Minister of Labour, who attended the meeting as a representative of the Canadian Government.

The conference, which was attended by financial and educational representatives of OECD member countries, addressed itself to two challenging questions in the field of education, Dr. Dymond said. These were: to try to measure the tasks facing educators within the conference's sphere of operations during the next decade; and to explore ways and means by which the developed countries could meet the needs and requests of the underdeveloped countries in connection with their efforts to expand their educational services.

Although the conference recognized that investment in education is necessary for economic growth, it did not lose sight of the fact that the basic purpose of education is not economic. It thought, however, that economic growth was required to enable the costs of education to be met.

Moreover, the driving force of economic and social needs would stimulate the expansion of educational services both in the advanced and in the underdeveloped countries.

The results of investment in education depend on efficient use of the sums invested, and some branches of education need reforming to maintain efficiency. Even where reforms are made, expenditures on education are likely to double over the next decade.

Most of these expenditures would be in secondary and higher education.

Educational objectives should not be set in a vacuum but must take economic and social changes into consideration. This meant frequent revision of both techniques and objectives. Three necessary elements of sound planning of education were: good statistical data, a study of school enrolment, and a study of methods of reducing the cost of building schools.

More rapid expansion of educational facilities would be needed in the underdeveloped countries than elsewhere, and such countries were not likely to be able to accomplish this without outside help. This was a problem that must be overcome if economic and social advance were to be made within the area served by the Organization for Economic Co-operation and Development.

The conference thought that the advanced countries should be willing to give help on a large scale, not only in the form of money but also by supplying teachers and technical advice. For some time it might be necessary for teachers for the underdeveloped countries to be trained in the universities of the more advanced ones, Dr. Dymond said. Such help would be reflected in an improvement in the general welfare of the whole area served by the OECD.

Impact of Electronic Data Processing

High proportion of senior occupations required after introduction of electronic data processing is one striking characteristic of the manning of computers

One of the striking characteristics of the manning of electronic data processing operations is the high proportion of senior planning, administrative and programming occupations, in comparison with the junior operating ones, according to a report just published by the Department of Labour. Of the 1,216 full-time jobs that had been created by the introduction of electronic data processing (EDP) in Canada up to January 1, 1960, those in the high-level categories numbered 646, and amounted to 53 per cent of the total.

The establishment whose experience with EDP forms the basis for the report was able to recruit from its own employees personnel with the potential skills needed for the planning, programming and operation of an EDP system.

The bulletin, which is No. 9B in the series, "Research Program on the Training of Skilled Manpower," is entitled, *Technological Changes and Skilled Manpower: Electronic Data Processing Occupations in a Large Insurance Company*. It is an interim report on the second stage of a research project regarding electronic data processing.

A report on the findings of the first stage, a survey by questionnaire sent to all known Canadian users of EDP at the beginning of 1960, was published last year as Report No. 9A in the series (L.G., May 1961, p. 444). The second stage is designed to obtain information on the impact of EDP on displacement, employment and unemployment, training and retraining, job content, clerical job mix, organizational structure and management. The data are being collected through field interviews at a sample number of establishments using computers. Most of Report No. 9B is based on a case study of one user, a large Canadian insurance company.

The bulletin points out that, as this interim report is based on the experience of one company only, "care should be exercised to avoid interpreting the information . . . as a reflection of 'general practice'." But as information accumulates on the experience of individual organizations with EDP occupations, it is hoped that it will be of value to "other organizations contemplating or involved in EDP applications."

The material on project planners and systems analysts that forms the basis for Chapter II of the report was derived from a review of the literature in Canada and the United States that deals with the subject. A bibliography is given at the end of the bulletin.

The occupations covered by the report are: administrators, project planners, and systems analysts, at the highest level; programmers, programmer operators, and coders, at the second level; console operators and tape handlers; computer engineers and technicians; and, at the junior level, peripheral equipment operators, data typists, tape librarians, etc.

Taking each of the new EDP occupations in turn, the bulletin describes the work involved in the occupation, the kind of people employed, how they are selected and trained, the kind of skill and knowledge required, and how those employed feel about their work and prospects.

Report No. 9B was prepared by Dr. John C. McDonald of the Training Research Section, Manpower Resources Division, Economics and Research Branch, under the direction of J. P. Francis, at that time Chief of the Division, and the supervision of Philip Cohen, Section Head.

Latest Labour Statistics

(Latest available statistics at January 15, 1962)

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
Manpower				
Total civilian labour force(a) (000)	December	6,495	− 0.1	+ 1.0
Employed (000)	December	6,082	− 1.2	+ 3.0
Agriculture (000)	December	599	− 4.8	− 1.8
Non-agriculture (000)	December	5,483	− 0.8	+ 3.6
Paid workers (000)	December	4,976	− 1.2	+ 3.0
At work 35 hours or more (000)	December	5,174	− 1.4	+ 2.9
At work less than 35 hours (000)	December	769	+ 5.6	+ 2.0
Employed but not at work (000)	December	139	− 21.9	+ 13.9
Unemployed (000)	December	413	+ 18.3	− 21.8
Atlantic (000)	December	64	+ 25.5	− 7.3
Quebec (000)	December	129	+ 15.2	− 29.5
Ontario (000)	December	113	+ 14.1	− 26.2
Prairie (000)	December	61	+ 24.5	+ 1.7
Pacific (000)	December	46	+ 21.1	− 27.0
Without work and seeking work (000)	December	390	+ 17.8	− 20.3
On temporary layoff up to 30 days (000)	December	23	+ 27.8	− 41.0
Industrial employment (1949=100)	October	122.8	− 0.4	+ 1.1
Manufacturing employment (1949=100)	October	112.1	− 0.6	+ 2.3
Immigration	1st 9 mos. 1961	56,168	—	− 33.0
Destined to the labour force	1st 9 mos. 1961	27,872	—	− 37.1
Strikes and Lockouts				
Strikes and lockouts	December	42	− 12.5	+ 44.8
No. of workers involved	December	22,053	+ 99.9	+1,066.8
Duration in man days	December	139,390	+ 12.5	+ 360.3
Earnings and Income				
Average weekly wages and salaries (ind. comp.)	October	$79.06	+ 0.4	+ 3.2
Average hourly earnings (mfg.)	October	$1.84	+ 1.7	+ 3.4
Average hours worked per week (mfg.)	October	41.2	− 0.3	+ 1.2
Average weekly wages (mfg.)	October	$75.67	+ 0.9	+ 4.1
Consumer price index (1949=100)	December	129.8	+ 0.1	+ 0.2
Index numbers of weekly wages in 1949 dollars (1949=100)	October	139.8	+ 0.5	+ 4.1
Total labour income $000,000	October	1,681	− 0.8	+ 5.1
Industrial Production				
Total (average 1949=100)	November	184.3	+ 0.4	+ 7.8
Manufacturing	November	163.2	− 0.5	+ 7.0
Durables	November	156.9	+ 0.5	+ 9.3
Non-durables	November	168.6	− 1.2	+ 5.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 624, July 1961 issue.

Manpower Situation, Fourth Quarter, 1961

The pace of economic activity, which began to quicken in the second quarter of 1961, gained momentum as the year progressed. By the end of the year, the advances in output and employment had spread to a large number of industries.

The underlying trend of unemployment declined steadily during the fourth quarter and the unemployment level in December was substantially lower than the year before.

A noteworthy feature of the recent advances in output and employment was the strength of the demand forces that earlier had exerted a moderating influence upon the developing economic recovery. Outlays for new plant and equipment increased substantially after mid-year after declining for two consecutive quarters, and housing, which showed signs of tapering off in the second quarter, followed an upward course during the last half of the year.

Consumer spending, one of the expansive elements during the first half of 1961, increased at a faster rate during the second half as a result of advancing income levels. In the third quarter, consumer expenditures (goods and services) showed a rise of 4.3 per cent over the figure for the corresponding period of 1960. Much of the increased spending was for services and durable goods.

In addition to these encouraging developments, the economy continued to receive support from the government sector and from exports. Expenditures at all levels of government increased during the third quarter and showed no signs of abatement during the closing quarter. Merchandise exports increased sharply in October (the most recent month for which data are available) and were up about 15 per cent from the corresponding month of 1960. For the first 10 months the value of exports to all countries showed a rise of a little better than 4 per cent.

A sharp rise in shipments to the United States accounted for much of the year-to-year increase. Exports to the U.S. showed a substantial pickup since mid-summer, but for the first 10 months they were only 2 per cent above the level of the previous year. The recent advances in the value of shipments to the U.S. were probably influenced to some extent by the economic recovery that has taken place in that country. A significant factor in the rise, however, was the decline in the value of the Canadian dollar.

Reflecting the improvements in these basic demand factors, employment declined less than seasonally between the third and fourth quarters. The relatively small decline in manufacturing was particularly encouraging: the employment drop from the third to fourth quarter amounted to 19,000 compared with decreases of 41,000 in 1959 and 34,000 in 1960.

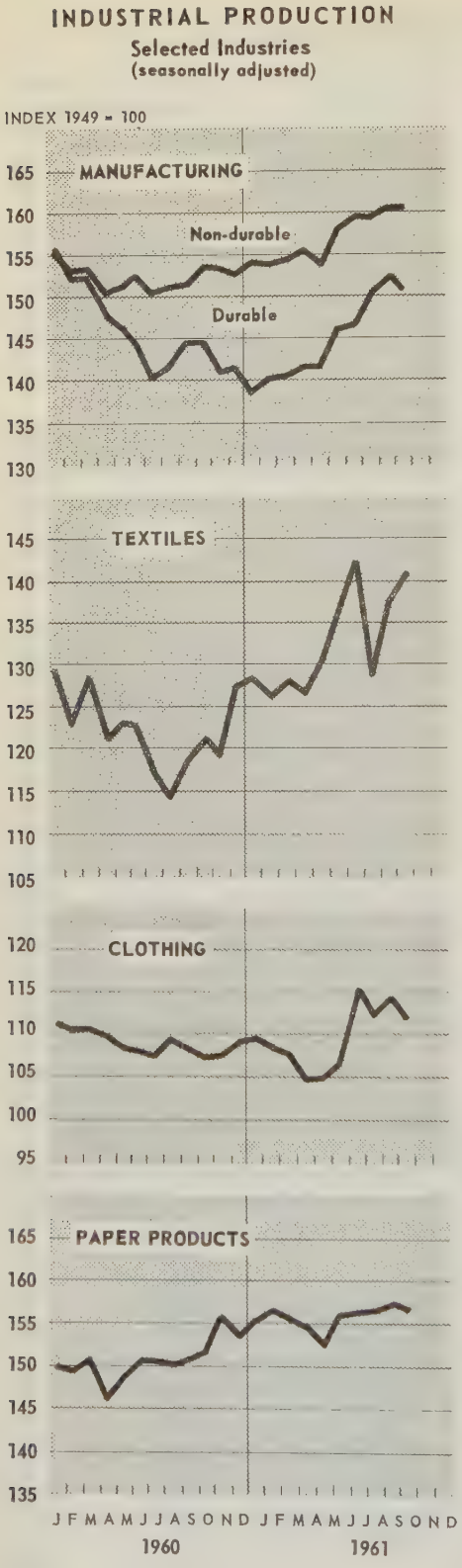
Construction employment also held up better than usual. This improvement was influenced in part by the fact that favourable weather extended into December. At the same time there was some evidence of renewed strengthening in certain sectors of non-residential construction that were sources of weakness earlier in the year.

Forestry employment increased more than seasonally during the final quarter of 1961, although the level was still somewhat lower than the year before. The improvement was concentrated in the two coastal regions. In Quebec, the increase in forestry employment during the fourth quarter was less than usual.

The service industry showed a slightly better than seasonal rise in employment between the third and fourth quarter. As the table below shows, the advance was somewhat smaller than a year ago, however. It will be remembered that, throughout 1960, employment in the service industry showed a remarkable rate of growth; demands were particularly strong in occupations that employ a high proportion of women. On the other hand, durable goods manufacturing industries, which employ mainly men, showed a substantial decline during this period. The net result was a disproportionate rise in women's employment during 1960. By contrast, the employment expansion during the past year, and more particularly in recent months, was most marked among men. In the fourth quarter employed men averaged 82,000 higher than a year earlier; the number of employed women was 49,000 higher.

The change in employment between the third and fourth quarters of 1961 and 1960, by industry and by sex, was:

	1961	1960
Men	—191	—233
Women	+ 8	+ 27
All Industries	—183	—206
Agriculture	—129	—147
Forestry	+ 17	+ 9
Fishing, trapping	— 13	— 9
Mining, quarrying	+ 2	— 9
Manufacturing	— 19	— 34
Construction	— 41	— 55
Transportation	— 20	— 23
Public Utilities	— 3	0
Trade	— 11	+ 19
Finance, insurance	— 3	— 3
Service	+ 37	+ 46



The improvement in manufacturing during the fourth quarter was on a broad base, sizeable employment gains being recorded in motor vehicles, electrical apparatus, shipbuilding, rubber products and textiles. The railway rolling stock industry showed some improvement from the low level of the previous quarter and there were moderate advances in paper products, leather, sheet-metal products and fabricated steel. Employment in primary iron and steel, which had been rising steadily since the beginning of the year, showed little change during the quarter. Agricultural implements was the only industry that experienced a significant employment decline. Activity in this industry was at a relatively low level all year.

A year-over-year comparison (quarterly averages) shows a rise in manufacturing employment of 83,000; all major industries except agricultural implements and railway rolling stock shared in the advance. As indicated earlier, some of the largest gains took place among durable goods industries, which bore the brunt of the slowdown in economic activity during 1960.

Employment in the electrical apparatus and supplies industries increased by 7 per cent over the year, regaining all of the earlier losses. Other industries that showed sizeable gains were shipbuilding, aircraft and motor vehicles.

In all major manufacturing industries the recovery in production proceeded at a faster pace than that in employment. This development is not unusual in the early stages of recovery. The difference between production and employment trends was most marked in the primary iron and steel industry, where industrial production (seasonally adjusted) rose by 38 per cent between January and October, compared with an employment rise of only 4 per cent.

The shipbuilding industry made a particularly strong comeback during 1961. In October, employment was 20 per cent higher than a year earlier and 7 per cent higher than in October 1959. The revival in shipbuilding activity can be traced in part to the introduction of shipbuilding subsidies and other measures designed to assist the industry.

In non-manufacturing industries, the largest year-to-year employment gain was in service. During the fourth quarter, service employment averaged 66,000 higher than a year earlier. Employment in trade was slightly lower, on average, than in the closing quarter of 1960 but in finance and insurance it was a little higher. Employment in industry groups other than manufacturing was much the same as a year ago.

Most reports from across the country indicate that the upward trend in manufacturing employment is expected to continue into 1962. Consumer demand has been generally on the upswing and has shown signs of being reinforced by an accelerated rise in labour income. Inventories were generally low at the end of the year so that some buildup of stocks can be expected during the early part of 1962. Another factor that might be expected to influence the course of manufacturing employment in the months ahead is the improved competitive position of many Canadian industries, particularly those producing steel, motor vehicles, shipbuilding and other durables. The outlook for construction is also fairly encouraging. Housing starts in the second half of the year were up substantially from the corresponding period of 1960 and the same comparison of contract awards indicates significant gains for all sectors of construction.

Unemployment

Unemployment showed a smaller-than-seasonal increase between the third and fourth quarter. As a result, the average level of unemployment in the fourth quarter was sharply lower than a year earlier.

In December an estimated 413,000 persons were unemployed; this number represented 6.4 per cent of the labour force. A year before the figure was 528,000, representing 8.2 per cent of the labour force. All five major regions showed lower unemployment rates than a year ago, and the rates were lower in all industries and occupations. The greatest improvement was in manufacturing and construction.

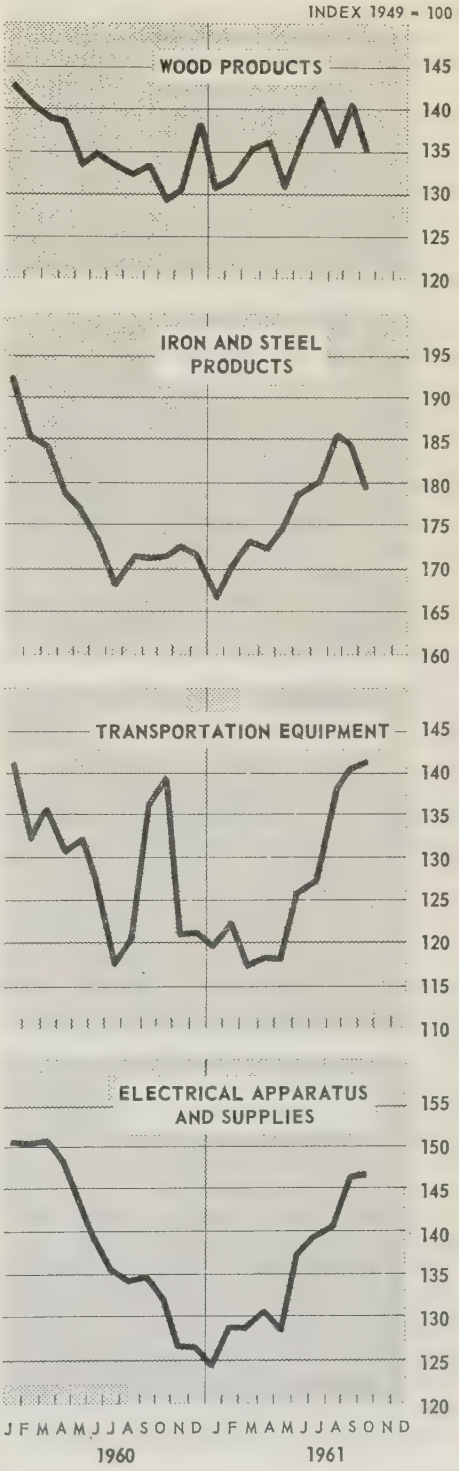
Almost all of the year-to-year drop in unemployment was among men. In December, unemployed men totalled 355,000 compared with 465,000 a year earlier. The number of unemployed women was 58,000, down 5,000 over the year.

The basic strengthening in manufacturing and construction in the last half of 1961, and the fact that the employment demand has been mainly for men, has been an important factor in reducing unemployment: workers to fill these jobs have been drawn mainly from the unemployed.

This fact is significant when compared with the persistently high level of unemployment in 1960, when a large part of the workers needed in the expanding service industry were women, drawn to a large extent from outside the labour force.

The increase in jobs for men in 1960 was much slower than the growth of the labour force. Developments in 1961 have reversed this trend, with the result that unemployment has dropped sharply.

INDUSTRIAL PRODUCTION
Selected Industries
(seasonally adjusted)



Regional Manpower Situation

ATLANTIC

The employment decline in the Atlantic region during the fourth quarter of 1961 was in line with seasonal expectations. Total employment averaged 546,000 in the fourth quarter, up 3.4 per cent from the average in the closing quarter of 1960. Non-farm industries accounted for almost two-thirds of this advance. The increase in unemployment in the fourth quarter was smaller than usual for this time of year, and the unemployment average was lower than that a year earlier.

Employment developments in manufacturing during the fourth quarter were mixed. Wood and paper products industries showed increasing signs of strength, and employment in these industry groups was substantially higher than in the closing quarter of 1960. Aircraft and steel fabricating plants were very busy, and some rehiring was reported. Employment in primary iron and steel, on the other hand, remained low, although prospects improved during the closing months of 1961.

The main continuing weakness in manufacturing was the extended decline in railway rolling stock production that stemmed from a shortage of orders. After a very low level of operations during the first six months in 1961, there was some improvement in the third quarter after receipt of an order for 300 boxcars. This improvement was of short duration, however, and by early November employment had fallen to the low level that existed during the first half of the year.

The shipbuilding industry maintained a high level of activity during the fourth quarter and shortages of many types of skilled tradesmen continued. Employment in October was about 13 per cent higher than the year before. The employment recovery in this industry during 1961 was influenced in part by the new capital subsidies offered by the federal Government.

The increase in forestry employment during the fourth quarter was larger than usual. The improvement was most noticeable in New Brunswick, although increases were fairly general throughout the region. Construction activity was maintained at a high level during the late fall and early winter as favourable weather aided outdoor work. The drop in construction employment during December was one of the smallest in recent years. In the fourth quarter, employment averaged about 12 per cent higher than in the previous year. Both residential and non-residential construction shared in this year-to-year advance.

Employment in coal mining declined temporarily during December as production cutbacks resulted in the closing for one week of one of the Sydney collieries. Apart from this development, the level of coal mining employment was unchanged from that in the third quarter but was a little lower than in the fourth quarter of 1960.

Total employment in the fourth quarter of 1961 averaged about 18,000 higher than a year earlier. As indicated earlier, the main improvement was in forestry and construction. Manufacturing employment was slightly higher than in the closing quarter of 1960; the significant gains were in shipbuilding, wood and paper products and aircraft. Unemployment in the fourth quarter was consistently lower than the year before. In December, the classification of the 21 areas in the region (last year's figures in brackets) was: in substantial surplus, 17 (18); in moderate surplus, 4 (3).

Local Area Developments

St. John's (metropolitan): Employment was substantially higher than last year, mainly as a result of increased activity in the construction industry.

Halifax (metropolitan): Year-to-year employment advances were fairly general in this area. In October, industrial employment was about 7 per cent higher than a year earlier.

QUEBEC

In the Quebec region, employment declined much less between the third and fourth quarters than in any corresponding period since 1956 and, in December, was substantially higher than a year earlier. The industries accounting for most of the improvement were the manufacturing and service industries. The gains in these industries were partly offset by losses in forestry and trade. The gains in employment were achieved at a time when industry was increasing its efforts to reduce costs of production.

The continuing improvement in economic activity in Quebec was most noticeable in manufacturing, where improvement in employment was evident throughout the year, particularly the fourth quarter. As in most of the previous periods of recovery, manufacturing employment in the fourth

quarter of 1961 did not decline from the third quarter; in the corresponding quarter of 1960 it declined 4.5 per cent.

The upturn in manufacturing took place on a fairly broad basis; durable and non-durable consumer goods and, to some degree, capital goods shared in the gain. Both domestic demand and exports contributed to the increase in orders for manufactured products. The increase in exports was due, in part, to the decline in the exchange value of the Canadian dollar, which, along with import quotas, was also responsible for the reduction in imports of certain finished goods. It is worth noting, however, that increases in production were not always matched by equal gains in employment.

In the industries producing non-durable consumer goods, production and employment in the textile industry rose above the level of the previous quarter and remained consistently higher than the year before. New demand for pulp and paper products resulted in increased production and shipments but had little or no effect on employment. Employment in most other non-durable producing industries showed small seasonal declines but exceeded the previous year's level.

In the durable goods industries, electrical apparatus and supplies reported a slight improvement in employment over the quarter and a considerable increase over the year. The iron and steel products industry showed little change. There was some new activity in shipbuilding and railway rolling stock, the improvement in the latter resulting mainly from exports.

The service industry experienced a sizeable employment gain between the third and fourth quarter compared with a drop in the corresponding period a year earlier. Employment in finance and public utilities remained unchanged. Trade showed a considerable loss in employment over the quarter as well as over the year. The value of sales, however, was substantially higher in October 1961, than in October 1960, and indications are that this trend continued throughout the fourth quarter.

Construction employment declined seasonally over the quarter but at a smaller rate than in 1960; it was still slightly lower than a year earlier, however. The decline was due mostly to non-residential construction, particularly the low level of industrial and road construction. Residential construction was at a high level: housing starts in the fourth quarter were up considerably from the previous quarter and the previous year.

Activity in forestry continued at a normal pace, and employment increased seasonally during the quarter. Over the year, however, employment showed a substantial decline, reflecting in part increased mechanization of forestry operations.

Unemployment in the region increased less than seasonally between the third and fourth quarter and was, on average, about one-fifth lower than in the fourth quarter of 1960. As a proportion of the labour force, unemployment averaged 6.5 per cent in the last quarter of 1961, compared with 8.3 per cent a year earlier.

The lower level of employment in the region was reflected in the labour market classifications of the local areas. In December these areas were classified as follows (last year's figures in brackets): in substantial surplus 17 (21); in moderate surplus 7(3).

ONTARIO

The employment decline in Ontario between the third and fourth quarters was in line with seasonal movements. In the fourth quarter, employment averaged 2,287,000, about 2 per cent lower than the average for the previous quarter. Farm employment accounted for most of the decline; non-farm employment remained virtually unchanged.

Manufacturing employment moved up slightly in the fourth quarter. Noteworthy was a perceptible rise in automobile production: output of motor vehicles more than doubled between the third and fourth quarters, as the production of new model cars climbed more rapidly than usual. This resulted in a substantial employment increase, despite a much slower rise in the output of parts and accessories. Employment in the electrical products industries rose moderately in the fourth quarter as increased sales of household appliances and television receivers lowered inventories; another contributing factor was the rising backlog of orders for heavy electrical equipment. Minor employment gains took place in aircraft, rubber products, furniture, textiles and clothing. Noteworthy among the steadying factors was the primary iron and steel industry, which continued to operate at near capacity level. Offsetting employment declines took place in saw and planing mills, canning and meat plants, and in establishments producing agricultural implements.

Construction employment declined less than usual in the fourth quarter, as non-residential construction appeared to strengthen. Road and residential construction fell off seasonally. Meanwhile, the close of the navigation season brought layoffs in the transportation industry.

Once the harvests were completed in early November, farm activity was confined mostly to the feeding of livestock. Forestry operations increased seasonally over the quarter, and employment in mining was stable. In the service-producing industries, the only significant employment change was in the service industry proper, where a moderate rise in employment occurred.

In comparison with a year ago, total employment for the fourth quarter moved ahead by 1.5 per cent. Altogether, some 60,000 new jobs were made available in non-farm industries, whereas there was a decline of 23,000 in farm employment.

Manufacturing accounted for about half of the increase in non-farm employment. Most of this strength was in durable goods, but primary iron and steel, aircraft, automobiles, electrical goods and non-metallic mineral products also showed important gains. Among the non-durables, the boot and shoe industry stood out particularly well. The sustained growth of the trade, finance and service industries also resulted in a substantial employment increase. Somewhat offsetting the upward trend in employment were the small declines registered in mining, transportation and construction. In the latter, employment lagged a little behind that of a year ago despite the more buoyant state of residential, business and industrial construction.

The number of employed men was estimated to be 34,000 higher in December 1961 than in the corresponding month the previous year, and the number of employed women increased by an estimated 17,000.

Unemployment increased less than seasonally between the third and fourth quarters. It averaged 101,000, or 4.2 per cent of the labour force, in the fourth quarter compared with 133,000, or 5.6 per cent of the labour force, in the same period a year earlier.

In December, the classification of the 34 labour market areas in the region (last year's figures in brackets) was as follows: in substantial surplus, 5 (13); in moderate surplus, 26 (21); in balance, 3 (0).

PRAIRIE

Employment in the Prairie region followed the seasonal pattern in the fourth quarter but at a higher level than a year earlier. A drop of 63,000 in the number employed in the region between the third and fourth quarter represented, for the most part, a seasonal decline in the farm work force following the grain harvest. Non-farm employment decreased by only 6,000 during the period, a somewhat smaller decline than usual.

The total number employed in the fourth quarter was 3 per cent higher than in the fourth quarter of 1961, the main increases being in agriculture, manufacturing and the service industry. Women accounted for about two thirds of this employment gain.

The farm work force declined seasonally after harvesting the grain crop, which was the poorest in more than two decades, but continued slightly higher than a year earlier. It should be noted that all of the increase in the number employed on farms was attributed to unpaid family workers.

Labour demand in non-farm industries was generally strong, employment being 2 per cent higher than a year earlier. Manufacturing was responsible for a major part of the increased demand. Output and employment in the iron and steel products industry in particular was much higher than a year earlier.

The increase in the number of employed women reflected the steady expansion of educational and health services. In addition to the temporary requirements for the holiday season, there was a continuing demand for women workers in a considerable number of professional and skilled occupations.

Construction employment in the fourth quarter was no higher than a year earlier but the volume of work on hand was increasing considerably. The recovery in residential construction in 1961 was stronger in the Prairies than in other regions; the number of housing units under construction in the fourth quarter was up 26 per cent over that a year earlier. Non-residential construction lagged through most of 1961, but higher values of contract awards for non-residential building projects during the last half of the year indicated a firmer trend in this section of the industry.

The growth in the labour force over the year matched the increase in employment. Consequently, the unemployment level in the fourth quarter was about the same or

slightly higher than a year earlier. At the end of the year, the classification of the 19 labour market areas in the region was as follows (last year's figures in brackets): in substantial surplus, 8 (8); in moderate surplus, 11 (10); in balance, 0 (1).

PACIFIC

Employment conditions in the Pacific region in the fourth quarter of 1961, apart from seasonal variations, showed little change from the previous quarter but were more favourable than a year before. The number employed declined seasonally between the third and the fourth quarter but was almost 3 per cent higher than a year earlier. This rate of growth was much higher than in three out of the four immediately preceding years. All of the improvement was due to non-agricultural industries; agricultural employment dropped sharply over the quarter as well as over the year.

The service-producing industries showed the greatest strength during the quarter; total employment was slightly higher than in the third quarter and substantially higher than in the same quarter of 1960. The greatest year-to-year increase occurred in the service industry proper but there was also a substantial rise in employment in trade, from the previous quarter as well as from the previous year. Employment in transportation, which had been weakening since the middle of the year, picked up considerably in the latter part of the fourth quarter as a result of large shipments of grain and forestry products.

Reduced activity in the non-ferrous metal industry and earlier completion of the seasonal work in canning and food processing were mainly responsible for a larger-than-usual decline in manufacturing employment between the third and fourth quarter. The decrease in employment in the wood products industry was about normal for this time of year. The number employed in manufacturing, however, was still higher than a year before, owing mostly to a well-maintained level of employment in iron and steel products and a noticeable recovery in shipbuilding.

Activity in construction declined seasonally; layoffs occurred particularly in the northern and high-lying areas, where unfavourable weather hampered outdoor work. Construction employment continued below the level of the previous year, although the year-to-year gap narrowed somewhat in the fourth quarter. The weakness in the construction industry lay in the non-residential sector; residential construction was much higher than the previous year throughout the fourth quarter.

Conditions in the forestry industry improved greatly both over the previous quarter and the previous year. Employment showed a substantial rise during the quarter, in contrast to the large drop in the same quarter a year earlier, and the rate of growth over the year was larger than in any of the major industries in the region. The improvement was due mainly to increased demand for lumber abroad, owing in part to the development of new markets for low grade lumber.

Unemployment declined more than seasonally over the quarter and was about 28 per cent lower than in the fourth quarter of 1960. As a proportion of the labour force, unemployment was 6.7 per cent in the fourth quarter compared with 9.5 per cent a year earlier.

In December, the 12 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus, 5 (6); in moderate surplus, 6 (5); in balance, 1 (1).

LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	December 1961	December 1960	December 1961	December 1960	December 1961	December 1960
Metropolitan	6	9	6	3	—	—
Major Industrial	14	17	11	9	1	—
Major Agricultural	6	6	8	8	—	—
Minor	26	34	29	22	3	2
Total	52	66	54	42	4	2

CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	CALGARY ← QUEBEC-LEVIS ← St. John's Vancouver-New Westminster Windsor WINNIPEG ←	Edmonton Halifax Hamilton Montreal Ottawa-Hull Toronto		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	BRANTFORD ← CORNER BROOK ← CORNWALL ← FARNHAM-GRANBY ← FT. WILLIAM-PT. ARTHUR ← JOLIETTE ← Lac St. Jean MONCTON ← NEW GLASGOW ← NIAGARA PENINSULA ← SHAWINIGAN ← SHERBROOKE ← Sydney TROIS RIVIERES ←	Guelph Kingston KITCHENER ← Oshawa Peterborough Rouyn-Val d'Or Saint John Sarnia SUDBURY ← Timmins-Kirkland Lake	London	
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more in agriculture)	CHARLOTTETOWN ← LETHBRIDGE ← PRINCE ALBERT ← RIVIERE DU LOUP ← THETFORD-LAC MEGANTIC-ST. GEORGES ← YORKTON ←	Barrie BRANDON ← Chatham Moose Jaw NORTH BATTLEFORD ← Red Deer Regina Saskatoon		
MINOR AREAS (labour force 10,000 to 25,000)	BATHURST ← BRACEBRIDGE ← BRIDGEWATER ← CAMPBELLTON ← CENTRAL VANCOUVER ISLAND ← Chilliwack Dauphin EDMUNDSTON ← Gaspe GRAND FALLS ← MONTMAGNY ← NEWCASTLE ← Okanagan Valley PORTAGE LA PRAIRIE ← PRINCE RUPERT ← QUEBEC NORTH SHORE ← Rimouski ST. AGATHE-ST. JEROME ← St. Stephen SOREL ← SUMMERSIDE ← TRURO ← VALLEYFIELD ← VICTORIAVILLE ← WOODSTOCK, N.B. ← YARMOUTH ←	Beauharnois Belleville-Trenton BRAMPTON ← Cranbrook Dawson Creek DRUMHELLER ← Drummondville Fredericton GALT ← GODERICH ← Kamloops KENTVILLE ← Lachute-St. Therese Lindsay LISTOWEL ← Medicine Hat North Bay Owen Sound Pembroke PRINCE GEORGE-QUESNEL → ST. HYACINTHE ← St. Jean St. Thomas Sault Ste. Marie SIMCOE ← Swift Current Trail-Nelson WALKERTON ← Weyburn	Kitimat Stratford Woodstock-Tillsonburg	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 624, July 1961 issue.

Collective Bargaining in December

Settlements covering large numbers of automobile, steel and cement workers highlighted the Canadian collective bargaining scene in December.

In the automobile industry, the **United Auto Workers** continued negotiations with each of the Big Three automobile manufacturers and concluded a three-year contract expiring October 31, 1964 with **General Motors.** This settlement was reached after three months of collective bargaining and a three-day strike at seven General Motors plants.

The General Motors agreement, covering approximately 16,000 employees, provides for three annual improvement factor wage increases (6 cents an hour or 2½ per cent, whichever is greater) each year of the contract, and continues the cost of living allowance formula (1¢ for each .6 points change in the consumer price index) from the previous contract. However, 2 cents of the annual improvement factor increase due in December 1961 and 1 cent of the cost of living allowance due in October 1961 will be applied to the cost of company-paid welfare plans.

Improved fringe benefits constituted a significant part of the new agreement, which provided for higher benefits and longer benefit periods. Pensions, group insurance, S.U.B. and jury duty pay were increased, and the periods for receiving S.U.B. and jury pay were extended. A new feature was added to the S.U.B. plan: a short week benefit, which will compensate employees laid off for part of a week and ineligible for unemployment insurance benefits because of their earnings. General Motors agreed to assume the full cost of hospital and medical coverage and group insurance, which hitherto had been contributory plans. Furthermore, half-paid hospital and medical coverage was to be provided for pensioners.

Negotiations between the United Auto Workers and **Ford** continued, in the meantime, with the Ford employees at Windsor, Oakville and North York voting for strike action in support of their demands. A conciliation board met with the parties late in the month but concluded that its recommendations would be of little assistance. A strike deadline was subsequently set for midnight January 12.

Talks between the United Auto Workers and **Chrysler** entered the conciliation board stage, but there was to be no hearing until January 24.

In the steel industry, negotiations between the **Steelworkers** and **Algoma Steel** came to a close when the parties reached a three-year agreement expiring July 24, 1964. The negotiators had reached a basis for settlement in November, but this was rejected by the union membership. Early in December, another vote was held; this time the union members ratified the contract.

The new agreement provides for a wage increase of 4½ cents an hour retroactive to August 1, 1961 and a further increase of 5 cents an hour effective August 1, 1963. Included in the contract is an incremental increase of ½ cent between job classes, raising the increment to 6½ cents, and provision for a higher pension, amounting to $3.15 a month per year of service (formerly $3.00). Group insurance was also increased from $3,500 to $5,000.

Under the terms of the settlement, Algoma Steel undertook to make contributions on behalf of employees who elect to participate in a new union-sponsored health centre, the first of its kind in Canada. This will allow employees the option of receiving medical care from the union health centre or, alternatively, from their own personal physicians under an insurance plan.

In the course of negotiations between the Steelworkers and the **Steel Company of Canada,** conciliation board hearings were opened in December.

There was considerable bargaining activity in the transportation industry during December. The **Seafarers** had been negotiating with **Canada Steamship Lines** and the **Lake Carriers' Association** since October. The **Air Line Pilots** and **T.C.A.** continued their negotiations, which had been in progress for nearly a year. In the trucking industry, the **Teamsters** continued to bargain for master agreements with the **Motor Transport Labour Relations Council** in British Columbia and the **Motor Transport Industrial Relations Bureau** in Ontario and Quebec.

Throughout December, talks continued between the Teamsters and ten Ontario car carrying firms, also represented by the Motor Transport Industrial Relations Bureau to end a strike involving more than 800 drivers and mechanics that had been called late in November. By the end of December, agreement appeared in sight, but the proposed terms of settlement were turned down by the union membership.

Meetings between the Teamsters and the **Trucking Association of Quebec** in Montreal led to a three-year agreement calling for annual increases of 8 cents an hour and eight paid holidays (formerly seven).

In municipal transportation the **Street Railway Employees** concluded two-year agreements with the **Toronto Transit Commission** and the **Winnipeg Transit Department.** The Toronto agreement embodies three across-the-board increases of 4 cents an hour, and the Winnipeg settlement provides for a 2-per-cent increase January 1, 1962 and 2½ per cent the following year.

During the month, the **C.N.R.** and **C.P.R.** announced that they had accepted the majority reports of the conciliation boards that had been set up in the railways'

(Continued on page 92)

Collective Bargaining Scene

Agreements covering 500 or more employees, excluding those in the construction industry

Part I—Agreements Expiring During January, February and March

(except those under negotiation in December)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont.	Teamsters (Ind.)
Aluminum Co., Kingston, Ont.	Steelworkers (AFL-CIO/CLC)
Assn. des Marchands Detaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
Auto dealers, garages (various), Vancouver, B.C.	Machinists (AFL-CIO/CLC)
B.C. Telephone & susidiaries	B.C. Telephone Wkrs. (Ind.)
Burns & Co. (Eastern), Kitchener, Ont.	Packinghouse Wkrs.(AFL-CIO/CLC)
Burns & Co. (6 plants), Western Canada	Packinghouse Wkrs.(AFL-CIO/CLC)
Canada Packers (8 plants), Canada-wide	Packinghouse Wkrs.(AFL-CIO/CLC)
Cdn. Celanese, Sorel, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Dairies, (various), Vancouver & New Westminster, B.C.	Teamsters (Ind.)
Dom. Engineering Works, Lachine, Que.	Machinists (AFL-CIO/CLC)
Dow Brewery, Montreal & Quebec, Que.	Brewery Wkrs. (AFL-CIO/CLC)
Electric Auto-Lite, Sarnia, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Falconbridge Nickel, Falconbridge, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC) (office empl.)
Glove Mfrs. Assn., Montreal, St. Raymond, Loretteville, St. Tite, Que.	Clothing Wkrs. Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Hotel Chateau Frontenac, (C.P.R.), Quebec, Que.	Railway, Transport & General Wkrs. (CLC)
Hotel Empress, (C.P.R.), Victoria, B.C.	Railway, Transport & General Wkrs. (CLC)
Hotel Vancouver, Vancouver, B.C.	Railway, Transport & General Wkrs. (CLC)
International Nickel, Port Colborne, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
International Nickel, Sudbury, Ont.	Mine, Mill & Smelter Wkrs. (Ind.)
John Inglis, Toronto, Ont.	Steelworkers (AFL-CIO/CLC)
Manitoba Power Commission	I.B.E.W. (AFL-CIO/CLC)
Manitoba Telephone	Man. Telephone Assn. (Ind.) (clerical empl.)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC) (linemen)
Manitoba Telephone	I.B.E.W. (AFL-CIO/CLC (telephone operators)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports, N.B.	Miramichi Trades & Labour (Ind.)
Montreal General Hospital, Montreal, Que.	Service Empl. Federation (CNTU)
Motor Trans. Ind. Relations Bureau (north. general freight), Ont.	Teamsters (Ind.)
Pacific Press, Vancouver, B.C.	Newspaper Guild (AFL-CIO/CLC)
Philips Electronics, Toronto, Ont.	I.B.E.W. (AFL-CIO/CLC)
Ready-mix concrete (4 cos.), Toronto, Ont.	Teamsters (Ind.)
Sask. Government	Sask. Civil Service (Ind.) (labour services)
Shawinigan Chemicals, Shawinigan, Que.	CNTU-chartered local
Steinberg's Ltd., Island of Montreal, Que.	Empl. Protective Assn. (Ind.)
Swift Cdn., (6 plants), Canada-wide	Packinghouse Wkrs. (AFL-CIO/CLC)
Toronto City, Ont.	Fire Fighters (AFL-CIO/CLC)
Toronto City, Ont.	Public Empl. (CLC) (inside empl.)
Toronto City, Ont.	Public Empl. (CLC) (outside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (inside empl.)
Toronto Metro. Municipality, Ont.	Public Empl. (CLC) (outside empl.)
Vancouver City, B.C.	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C.	B.C. Peace Officers (CLC)

Part II—Negotiations in Progress During December

Bargaining

Company and Location	Union
Anaconda American Brass, New Toronto, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Asbestos Corp. & others, Thetford Mines, Que.	Mining Empl. Federation (CNTU)

Company and Location	Union
Assn. Patronale des Services Hospitaliers, (5 hospitals), Drummondville & other points, Que.	Service Empl. Federation (CNTU)
Automatic Electric, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (salaried empl.)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont.	Nat. Council of Cdn. Labour (Ind.)
B.C. Electric, company-wide	Office Empl. (AFL-CIO/CLC)
Bindery room employers, Toronto, Ont.	Bookbinders (AFL-CIO/CLC)
Brewers' Warehousing, province-wide, Ont.	Brewery Wkrs. (AFL-CIO/CLC)
Building material supplies, Vancouver & Fraser Valley, B.C.	Teamsters (Ind.)
Calgary General Hospital, Calgary, Alta.	Public Empl. (CLC)
Can. Steamship Lines, Ont. & Que.	Seafarers (AFL-CIO)
Cdn. Canners, Vancouver, Penticton, & Ashcroft, B.C.	Packinghouse Wkrs. (AFL-CIO/CLC)
Cdn. Celanese, Drummondville, Que.	Textile Wkrs. Union (AFL-CIO/CLC)
Cdn. Industries Ltd., Millhaven, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Cdn. Johns-Manville, Asbestos, Que.	Mining Empl. Federation (CNTU)
Cdn. Marconi, Montreal, Que.	Salaried Empl. Assn. (Ind.)
Cdn. Steel Foundries, Montreal, Que.	Steel & Foundry Wkrs. (Ind.)
Clothing Mfrs. Assn., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
Cluett Peabody, Kitchener & Stratford, Ont.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
C.N.R., C.P.R., other railways, system-wide	15 unions (non-operating empl.)
Consolidated Mining & Smelting, Kimberley & Trail, B.C.	Mine, Mill & Smelter Wkrs. (Ind.)
Dominion Glass, Hamilton, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Dom. Textile, Montreal, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Donahue Bros., Clermont, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont.	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld.	Steelworkers (AFL-CIO/CLC)
Dosco Fabrication Divs., Trenton, N.S.	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont.	Paper Makers (AFL-CIO/CLC)
	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S.	Railway Clerks (AFL-CIO/CLC)
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Eldorado Mining, Eldorado, Sask.	Mine, Mill & Smelter Wkrs. (Ind.)
Fry-Cadbury, Montreal, Que.	Bakery Wkrs. (CLC)
Garment Mfrs. Assn. Winnipeg, Man.	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Hiram Walker & Sons, Walkerville, Ont.	Distillery Wkrs. (AFL-CIO/CLC)
Hospitals (11), Montreal & district, Que.	Service Empl. Federation (CNTU)
Hotel Chateau Laurier, (C.N.R.), Ottawa, Ont.	Railway, Transport & General Wkrs. (CLC)
House of Seagrams, Que., Ont. & B.C.	Distillery Wkrs. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Kelly, Douglas, company-wide, B.C.	Empl. Assn. (Ind.)
Lake Asbestos of Que., Black Lake, Que.	Mining Empl. Federation (CNTU)
Lake Carriers' Assn., Eastern Canada	Seafarers (AFL-CIO)
Maritime Tel. & Tel. & Eastern Electric, company-wide	I.B.E.W. (AFL-CIO) (plant empl.)
Montreal Cottons, Valleyfield, Que.	United Textile Wkrs. (AFL-CIO/CLC)
Motor Transport Labour Relations Council, B.C.	Teamsters (Ind.)
National Harbours Board, Montreal, Que.	Railway Clerks (AFL-CIO/CLC)
Nfld. Employers' Assn., St. Johns, Nfld.	Longshoremen's Protective Union (Ind.)
Normetal Mining, Normetal, Que.	Steelworkers (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. & Montreal, Que.	Empl. Assn. (Ind.) (plant empl.)
Northern Electric, Montreal, Que.	Office Empl. Assn. (Ind.)
North York Township, Ont.	Public Empl. (CLC) (outside empl.)
Ottawa City, Ont.	Public Empl. (CLC)
Ottawa Civic Hospital, Ottawa, Ont.	Public Empl. (CLC)
Ottawa Transportation Commission, Ont.	Street Railway Empl. (AFL-CIO/CLC)
Phillips Electrical, Brockville, Ont.	I.U.E. (AFL-CIO/CLC)
Quemont Mining, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Regina General Hospital, Regina, Sask.	Public Empl. (CLC)
Rio Algom Mines, (Milliken Mine), Elliot Lake, Ont.	Steelworkers (AFL-CIO/CLC)
Rio Algom Mines, (Nordic Mine), Algoma Mills, Ont.	Steelworkers (AFL-CIO/CLC)
Rowntree Co., Toronto, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Royal Victoria Hospital, Montreal, Que.	Bldg. Service Empl. (AFL-CIO/CLC)
Scarborough Township, Ont.	Public Empl. (CLC) (outside empl.)
Stelco, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Toronto Electric Commissioners, Ont.	Public Service Empl. (CLC)
Vancouver City, B.C.	Civic Empl. (Ind.) (outside empl.)
Vancouver City, B.C.	Public Empl. (CLC) (inside empl.)
Victoria Hospital, London, Ont.	Building Service Empl. (AFL-CIO/CLC)
Conciliation Officer	
Avro & Orenda Engines, Malton, Ont.	Machinists (AFL-CIO/CLC) (plant empl.)
B.C. Electric, company-wide	I.B.E.W. (AFL-CIO/CLC)

Company and Location	Union
C.B.C., Company-wide	Moving Picture Machine Operators (AFL-CIO/CLC)
Cockshutt Farm Equip., Brantford, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Ste-Anne de Portneuf, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Cyanamid of Canada, Welland, Ont.	Chemical Wkrs. (AFL-CIO/CLC)
Dominion Stores, Toronto, Hamilton & other locations, Ont.	Retail, Wholesale Empl. (AFL-CIO/CLC)
Dom. Textile, Montmorency, Sherbrooke, Magog & Drummondville, Que.	Textile Federation (CNTU)
Massey-Ferguson, Toronto, Brantford & Woodstock, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (drivers)
Motor Trans. Ind. Relations Bureau, Ont.	Teamsters (Ind.) (mechanics)
Northern Electric, Toronto, Ont.	Communications Wkrs. (AFL-CIO/CLC)
Que. Natural Gas, company-wide	Chemical Wkrs. (AFL-CIO/CLC)
Safeway, Shop-Easy & others, Victoria, Vancouver & New Westminster, B.C.	Butcher Workmen (AFL-CIO/CLC)
T.CA., company-wide	Air Line Pilots (Ind.)
Towboat Owners' Assn., B.C.	Merchant Service Guild (CLC)
Conciliation Board	
Algoma Ore Properties, Wawa, Ont.	Steelworkers (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Chrysler Corporation, Windsor, Ont.	Auto Wkrs. (AFL-CIO/CLC)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ford of Canada, Windsor, Oakville, & North York, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Smith Transport, Kingsway Transport & others, Ont. & Que.	Teamsters (Ind.)
Stelco (Canada Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont.	Steelworkers (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Post-Conciliation Bargaining	
C.P.R., system-wide	Locomotive Engineers (Ind.)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Arbitration	
Hotel Dieu, St. Vallier & Chicoutimi, Que.	Service Empl. Federation (CNTU)
Work Stoppage	
Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau, (car carriers), Ont.	Teamsters (Ind.)

Part III—Settlements Reached During December 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ALGOMA STEEL, SAULT STE. MARIE, ONT.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 6,000 empl.—4½¢ an hr. wage increase retroactive to Aug. 1, 1961 plus an additional increase of 5¢ an hr. eff. Aug. 1, 1963; incremental increase between job classifications of ½¢ an hr. eff. Aug. 1, 1962, raising increment to 6½¢; new pension agreement eff. Jan. 1, 1962 to July 31, 1966, which will increase pensions to $3.15 a mo. per. yr. of service (formerly $3) up to a maximum of 40 yrs. and lower the retirement age from 68 to 65 yrs., with compulsory retirement age remaining at 68; $15 monthly deductions from pensions of retirees over 70 will cease for those retiring after Jan. 1, 1962; group life insurance coverage to be increased to $5,000 after Jan. 1, 1963; company will make contributions for participants in new union-sponsored Health Centre; new labour rate after Aug. 1, 1963 will be $2.11½ an hr.

CANADA CEMENT, N.B., QUE., ONT., MAN. & ALTA.—CEMENT WKRS. (AFL-CIO/CLC): 2-yr. agreement covering 1,600 empl.—wage increase of 5¢ an hr. retroactive to Aug. 1, 1961 and an additional increase of 5¢ an hr. eff. July 1, 1962; company will contribute 4¢ per hr. to S.U.B. plan starting July 1, 1962; uniform insurance plan for all plants to be adopted in place of separate plans; after July 1, 1962, labourer's rate will be $2.01.

CRANE LIMITED, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl. —4¢ an hr. wage increase retroactive to Nov. 1, 1961 for St. Patrick St. plant, 4¢

an hr. wage increase eff. Dec. 20, 1961 at Warden King plant plus $10 settlement pay; further 4¢ an hr. increase at both plants eff. anniversary date of agreement; labourers' rates at the end of the agreement will be $1.80 and $1.86.

General Motors & subsidiaries, Oshawa, Windsor, St. Catharines, Scarborough & London, Ont.—Auto Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 16,000 empl.—$10 settlement pay; annual improvement factor wage increases (greater of 6¢ or 2½%) eff. Dec. 12, 1961, Nov 5, 1962, Nov. 4, 1963; cost-of-living allowance continued; however, 2¢ of wage increase due Dec. 12, 1961 and 1¢ of cost-of-living allowance due Oct. 15, 1961 will be applied to welfare costs; non-contributory pension plan improved so that empl. retiring on or after Nov. 1, 1961 will receive $2.80 per mo. per yr. of service (formerly $2.50) plus a new supplementary benefit until age 70 of $1.80 per mo. per yr. of credited service up to $55. eff. Mar. 1, 1962; pensioners who retired before Nov. 1, 1961 will receive an additional supplementary benefit of 25¢ per mo. per yr. of credited service; fully-paid hospital and medical coverage (company paid 50% previously), with laid-off employees to receive 1 mo. fully-paid coverage for each 4 wks. on S.U.B.; company will pay half the cost of hospital and medical coverage for pensioners; fully-paid group life, accident & sickness insurance provided with higher benefits—life insurance increased by $500, extra accident insurance by $250, continued life insurance after age 65 by $75-$150 according to length of service; life insurance for empl. on layoff or non-disability leave extended from 5 to 12 mos. on a contributory basis; weekly S.U. Benefit increased to 62% of before-tax pay plus $1.50 for each dependant up to 4 dependants (formerly 65% of after-tax straight-time pay); maximum weekly S.U. Benefits increased from $30 to $40 and maximum benefit period increased from 39 wks. to 52 wks; separation pay increased by 25%; new short week benefit instituted; new relocation allowance adopted; jury duty pay increased from $5 per day to a minimum of $10 per day for a maximum of 60 working days (previously 14 working days) in a calendar yr.; vacation eligibility reduced from 1,400 to 1,040 hrs.

Hamilton Cotton & subsidiaries, Hamilton, Dundas & Trenton, Ont.—Textile Wkrs. Union (AFL-CIO/CLC): 29-mo. agreement covering 780 empl.—2¢ an hr. wage increases eff. Jan. 1, 1962, Jan. 1, 1963, Oct. 1, 1963; company will pay PSI Blue Plan premiums July 13, 1962; new labourer's rate after Oct. 1, 1963 will be $1.17.

Hamilton General Hospitals, Hamilton, Ont.—Public Empl. (CLC): 3-yr. agreement covering 1,300 empl.—increases of $2.50 per wk. eff. Jan. 28, 1961, Feb. 3, 1962 & $1.50 per wk. eff. Feb. 2, 1963; 3 wks. vacation after 12 yrs. of service for non-shift wkrs. (formerly after 15 yrs.); rates for ward aids, housekeeping maids and dietary maids after Feb. 2, 1963 will be $45.50 per wk.

Ladies Cloak & Suit Mfrs. Assn., Winnipeg, Man.—Ladies Garment Wkrs. (AFL-CIO/CLC); 3-yr. agreement covering 800 empl.—cost-of-living bonus increase of 7½%, raising the bonus to 60% (formerly 52½%) of the piecework unit price; overtime, holiday & vacation pay increased by calculating on average earnings (including premium pay and bonuses) over 6-mo. period rather than on a fixed rate; establishment of a severance pay fund to which employers will contribute 1% of wages; the fund will accumulate for 2 yrs. and on the 3rd yr. of the agreement will provide severance pay in the amount of 1 wk. pay for each yr. worked if company ceases operation; appointment of a permanent arbitrator.

Northwestern Utilities & Cdn. West. Natural Gas, Alta.—Empl. Benefit Assn. (Ind.) & Empl. Welfare Ass. (Ind.): 1-yr. agreement covering 840 empl.—wage increase of 5¢ per hr. for labourers & tradesmen, & increases of $5 to $20 per mo. for salaried empl.; 4 wks. vacation after 30 yrs. of service (previous maximum vacation was 3 wks. after 5 yrs.); new labourer's rate will be $1.71.

Page Hersey Tubes, Welland, Ont.—U.E. (Ind.): 2-yr. agreement covering 875 empl.—wage increase of 6¢ an hr. eff. Dec. 17, 1961, 7¢ an hr. eff. Nov. 1, 1962; $20 settlement pay; 4 wks. vacation after 24 yrs. of service (formerly 4 wks. after 25 yrs.); holiday pay increased from $18.50 to $19.00 the first yr., and from $19.00 to $19.50 the second yr.

Polymer Corporation, Sarnia, Ont.—Oil Wkrs. (AFL-CIO/CLC): 3-yr. agreement covering 1,600 empl.—$30 settlement pay; wage increases of 5¢ to 9¢ an hr. eff. Dec. 13, 1961, 4¢ to 8¢ an hr. eff. Sept. 13, 1962, 5¢ to 8¢ an hr. eff. June 13, 1963; new labourer's rate will be $2.02 an hr. after June 13, 1963.

Provincial Transport, Que.—Railway, Transport & General Wkrs. (CLC): 3-yr. agreement covering 650 empl.—increase in base rate from $9 per day to $10.75, retroactive to Oct. 1, 1961; further increase to $11 per day in the third yr. of the agreement; hours of work reduced from 13 per day to 12; contributory pension fund to be established in the third yr. of the contract.

Shawinigan Power, company-wide, Que.—Empl. Assn. (Ind.): 2-yr. agreement covering 1,300 empl.—wage increases varying from 7¢ to 11¢ per hr. retroactive to Nov. 1, 1961; wage reopener on Nov. 1, 1962; 3 wks. vacation after 12 yrs. of service (formerly after 15 yrs.).

Toronto Transit Commission, Ont.—Street Railway Empl. (AFL-CIO/CLC): 2-yr. agreement covering 4,300 empl.—across-the-board wage increases of 4¢ eff. Jan. 1, 1962, Sept. 1, 1962, April 1, 1963; bus driver's rate after April 1, 1963 will be $2.30 an hr.

Trucking Assn. of Que., province-wide—Teamsters (Ind.): 3-yr. agreement covering 30 employers and 1,100 empl.—$15 settlement pay; wage increases of 8¢ an hr. eff. Dec. 4, 1961, Oct. 1, 1962, Oct. 1, 1963; 8 paid holidays (previously 7); truck driver's rate after Oct. 1, 1963 will be $1.82 an hr.

Winnipeg City, Man.—Public Service Empl. (CLC): 2-yr. agreement covering 2,700 empl. —3% increase eff. April 1, 1961 with a further increase of 3% eff. April 1, 1962, but not to exceed $15 per mo.; shift premium increased from 7¢ an hr. to 8¢; after April 1, 1962 labourer's rate will be $1.76 an hr., and junior clerk's starting rate will be $192 a mo.

Winnipeg City, Man.—Fire Fighters (AFL-CIO/CLC): 1-yr. agreement covering 530 empl.—3% salary increases eff. April 1, 1961 and April 1, 1962, but not to exceed $15 per mo.; first class fire fighter's salary after April 1, 1962 will be $431 per mo.

Winnipeg Transit Dept., Man.—Street Railway Empl. (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—2% wage increase eff. Jan. 1, 1962; further increase of 2½% eff. Jan. 1, 1963; bus driver's rate after Jan. 1, 1963 will be $2.23 an hr.

Fifth Annual Convention of the Ontario Federation of Labour (CLC)

Royal York Hotel strike, Steelworkers' organizing campaign at Sudbury and Port Colborne, provincial Department of Labour's "laxity" in enforcing safety regulations in industry hold leading place in discussions of the 800 delegates

The strike at the Royal York Hotel, the United Steelworkers' campaign to supplant the International Union of Mine, Mill and Smelter Workers in Sudbury, the alleged shortcomings of the provincial Department of Labour in connection with industrial accidents, and the Federation's stand with regard to the New Democratic Party were the leading questions brought before the Ontario Federation of Labour (CLC) at its fifth annual convention, held in Windsor on November 6 to 8.

A proposal to raise the Federation's per capita tax from 3 cents to 5 cents per member per month was approved by an overwhelming majority of the 800 delegates who attended the convention.

The discussion of the Royal York strike was led by A. R. Johnstone, Canadian Vice-President of the Hotel and Restaurant Employees' and Bartenders' International Union, who asserted that the CPR had forced the strike on the employees by making a wage offer that no self-respecting union could accept.

Concerned by the recent decision of Magistrate Thomas Elmore upholding the CPR's dismissal of 700 Royal York strikers and stating that the Ontario Labour Relations Act did not guarantee a right to strike (L.G., Dec. 1961, p. 1277), the delegates demanded immediate passage by the Ontario Government of an employees' bill of rights to protect the jobs of strikers.

The convention also demanded immediate revision of the Ontario Labour Relations Act to outlaw the use of strikebreakers.

Murray Cotterill, public relations director of the United Steelworkers, said that the proposed bill of rights should clearly establish the right to strike and the right of employees to organize in a union of their own choice, free from interference, discrimination or intimidation by employers.

The delegates also passed resolutions suggesting a national boycott of all CPR services, and urging that every effort be made to induce more unions to refuse to provide service to the Royal York. It was further decided that unions affiliated with the OFL should ask the public and any agencies that receive aid from labour, such as churches, service clubs and fraternities, to take a "neutral" position "by refusing to enter the hotel for the purpose of receiving service from the strikebreakers."

A resolution was proposed by Windsor Local 444 of the United Automobile Workers that would have condemned as "an act of union cannibalism" the campaign by the United Steelworkers to wrest bargaining rights for the employees of the International Nickel Co. and Falconbridge Nickel Mines from the Mine, Mill and Smelter Workers, and called on the Steelworkers and Claude Jodoin, President of the Canadian Labour Congress, to stop "raiding" Mine-Mill locals in Sudbury and Port Calborne*. Many UAW delegates declared that the resolution did not express the views of the majority of members of the union, and only 15 of the convention delegates supported it.

The Federation then went on to pass a resolution pledging its full support to the Steelworkers in their efforts to win barbaining rights for employees of International Nickel Co. and Falconbridge Nickel Mines. Only four delegates opposed this resolution when it was put to the vote.

The condemnation of the CLC President contained in the first resolution brought Mr. Jodoin himself into the debate in an unprecedented appearance as a speaker on the floor of the convention. He described Local 444 and its president, Charles Brooks, as friends of Communism, and he offered to start a collection to send "these people who are inclined to love that system . . . . on their way there so that they can enjoy it to the fullest extent." Mr. Jodoin's speech was wildly applauded by the delegates.

Mr. Brooks said that it was "the height of double-dealing to expel a union and then to raid its membership."

*In a certification vote in early December among employees at the Port Colborne refinery, the Steelworkers received 1,033 votes and Mine-Mill, 763.

Industrial Safety

Douglas Hamilton, Secretary-Treasurer of the Federation, urged a complete shakeup of the Ontario Department of Labour. He especially complained of the Department's laxity in enforcing safety measures in industry, accusing it of having abdicated its responsibility for accident prevention and industrial safety to others "who sit in ivory towers and spend a million dollars a year issuing safety posters."

Mr. Hamilton said that the Federation's recommendations on safety sent to government leaders in 1958 had been forgotten or ignored. Accidents continued to occur because the suggested precautions were not taken. Referring to the Hogs Hollow accident in Toronto in which five labourers were killed when a tunnel collapsed, he said that it took an exposure by Toronto newspapers to bring about the establishment of a Royal Commission on industrial safety. The delegates passed overwhelmingly a resolution calling upon the Ontario Government to implement the recommendations of the Royal Commission (L.G., Dec. 1961, p. 1238).

Action to prevent what it termed "exploitation" of migrant farm workers was urged by the convention. It asked the Ontario Government to license all persons who act as contractors for migrant agricultural workers, and to set minimum rates of pay and proper standards of food and shelter and maximum transportation charges for agricultural employees who are obliged to pay their own fares.*

A special committee on agricultural workers recommended that the Dominion-Provincial farm labour committee should develop a method of contracting through the National Employment Service whenever it is necessary for the farm labour committee to provide help, or to subsidize the movement of agricultural workers.

It suggested that until agricultural workers are brought under the Workmen's Compensation Act, contractors or direct-hiring farmers be required to provide alternative insurance to compensate for medical costs and loss of income due to accidents during work or in transport to and from work.

*A bill to amend the Masters and Servants Act to provide workers further protection against being defrauded of their wages was given first reading in the Ontario Legislature on November 28, second reading on December 4. It is aimed primarily at contractors of itinerant tobacco harvest labour.

The convention also approved a proposal that the Federation invite the Ontario flue-cured tobacco growers, other farm groups and local chambers of commerce to join the Federation and local labour councils in investigating the problem and in submitting joint proposals to the Government.

Political Aims

The delegates overwhelmingly endorsed a resolution that set out the political aims of the Federation. The resolution urged local unions and labour councils, in co-operation with other peoples and groups, to help in building an effective political organization. It called on affiliates to do everything possible to make the political program effective, and in particular it urged all unions to "take steps to affiliate with the New Democratic Party and encourage their members to participate fully in the political life of their communities."

There were signs of dissatisfaction among the delegates concerning the obstacles to political affiliation with the new party presented by the constitutions of some unions. Some delegates indicated that they were prepared to defy or circumvent constitutional provisions that forbid direct political action by their unions.

President Archer emphasized the point that no attempt was being made to compel union members to support the new party, and he pointed out that the party's constitution forbade any affiliate to force a member to support the party.

Per Capita Tax

The increase in the per capita tax was said by Secretary-Treasurer Hamilton to be necessary to meet demands for increased service by local unions and steadily rising costs of operating the Federation. He also pointed out that the OFL had suffered financially through the expulsion by the CLC of the Teamsters and the Seafarers and the suspension of the Lithographers.

The Federation was faced with a deficit of $11,172 in its 1960 operations, he reported. The tax increase is expected to add $60,000 to its revenues.

Other Resolutions

The proposal to change from an annual to a biennial convention was again brought up but was defeated when it failed to obtain the necessary two-thirds majority: 304 delegates were in favour and 246 were opposed. To give the majority required to change the constitution, 366 votes in favour would have been necessary.

The Federation renewed its demands for a minimum wage of $1.25 an hour for both men and women in all industries.

Among the rest of the 70 resolutions dealt with were those that called on the Ontario Government to expand its aid to students to ensure that all those qualified are able to attend university, technological institutes and other institutions of advanced education; and to establish a comprehensive provincial scheme of health insurance and a portable pension plan.

Legislation to prohibit discrimination in employment or dismissals on the ground of age was urged by the convention, with the qualification that, regarding termination of employment, any prohibition should be modified if pension arrangements exist.

Elections

David Archer was unanimously re-elected President, and Douglas Hamilton re-elected Secretary-Treasurer when he defeated Victor White, former President of Windsor Local 200, UAW, by 487 votes to 127. Both officers thus begin their seventh term of office.

The following were re-elected Vice-Presidents: Michael Fenwick, George Barlow, George Watson, William Boothroyd, Purdy Churchill, William Punnett, Sam Hughes, Richard Courtney, Edward Liness and Hugh Doherty.

Special Convention of the Confederation of National Trade Unions

Makes important changes in structure of the organization, denounces present unemployment, and makes careful study of Pope's latest encyclical, "Mater et Magistra." Convention marks the 40th anniversary of federation's founding

At a special convention of the Confederation of National Trade Unions held in Quebec from September 17 to 23, important changes were made in the structure of the organization. The present unemployment situation in Canada was denounced.

The convention, which marked the 40th anniversary of the Confederation, founded in Hull in 1921 under the name Canadian and Catholic Confederation of Labour, was also the occasion for a careful study of the Pope's latest encyclical letter.

The National President's moral report, which was read at the covention's opening dinner, also dealt with the encyclical *Mater et Magistra*. Jean Marchand, referring to the social thinking of the Church, stated that "he saw in this most recent encyclical a confirmation of certain points of view we have been upholding."

More than 550 delegates representing some 260 organizations attended the convention.

As this was a special convention, the agenda adopted at last year's congress had to be adhered to. But the delegates were able to adopt certain emergency resolutions, one of which was a protest against the stocking of nuclear war-heads on Canadian soil.

A move was also made toward a better understanding with the Quebec Federation of Labour (CLC) when it was suggested that a joint ethics committee be established to solve the problems of union jurisdiction.

The bulk of the work, however, was expended on problems of internal administration. Various measures were adopted with a view to creating greater unity within the CNTU while leaving more initiative to the members. Among the concrete steps taken, it was decided to fuse the 15 present federations into six new ones and to establish regional offices in every part of the province.

The Executive Board was unanimously re-elected.

40th Anniversary of the CNTU

The National President of the CNTU declared at the dinner that marked the organization's 40th anniversary that the most important achievement of the CNTU in the past 40 years was to have trade unionism accepted by the workers and the people of Quebec province.

"The principles that guided our movement and the reasons for its creation," Mr. Marchand explained, "permitted it to enter into the scheme of things without the opposition met by other groups. This has enabled a large number of workers to unionize and enjoy the benefits of collective action."

Back in 1921, the year the Canadian and Catholic Confederation of Labour was founded, Mr. Marchand said, the population of the province of Quebec was much more homogeneous and to contemplate a trade union movement that would find support exclusively among Catholic French Canadians was feasible.

Changes in population, urbanization, the need for union solidarity, changes in the industrial structures, and new legislation have all made it imperative for the CNTU to re-examine its policies and adjust itself to the new conditions. It was not a question of betraying the past. On the contrary, the finest tribute that can be paid to the past is to do what is needed to maintain the vitality and ensure the development of the heritage we have received, he said.

The President recalled that since last year, the CNTU is no longer a denominational organization, although its actions are still inspired by Christian principles.

Analysing the new trend of the federation, he said the CNTU:

—Wishes to extend its activities the length and breadth of Canada;

—Believes Canadians want an authentic Canadian trade union organization;

—Is opposed to discrimination for reasons of language, race, religion and sex;

—Believes in democracy and is convinced that it provides a fine example to all in this respect;

—Deplores the depersonalization of the workers and the dehumanization of labour in big business and is deeply concerned to find a parallel phenomenon occurring in oversized unions;

—Believes in the need for world-wide trade union activity and intends to participate more and more in it;

—Believes in the spiritual values of man and will not admit that they be ignored in the building of a better world;

—Recognizes the saving virtues of culture and education;

—Believes in the possibility of achieving peace and condemns any form of war as a means of settling international differences. It is especially opposed to the use of nuclear arms.

Hon. René Hamel

Hon. René Hamel, Provincial Minister of Labour, said that "if our democratic and free enterprise system cannot soon find a better solution to the problem of unemployment, it runs the risk of disappearing before the rise of other economic theories."

Mr. Hamel, who is also Minister of Municipal Affairs, pointed out that Quebec accepts its responsibilities in the matter of unemployment and has already taken a number of steps to remedy it.

He mentioned specifically the establishment of the Economic Guidance Council, the establishment of Industrial Boards in various parts of the province, participation in the winter works program, and the reform of the educational system.

The Minister said that in 1958-59, the winter works program entailed 230 projects in 71 municipalities at a cost of $16,844,475.11; in the winter of 1960-61, it involved 2,145 projects in 765 municipalities at a cost of $90,696,000. The number of workers involved increased from 6,532 to 49,427.

Hon. René Levesque

Hon. René Levesque, Provincial Minister of Natural Resources, stressed the need for training technicians and skilled workers. He deplored the fact that many firms employing graduate technicians must train them as apprentices when they do employ them.

Speaking on the problem of unemployment and the solutions it calls for, he said that for years the economy of the country had been expanding at the annual rate of 1 or 2 per cent while the labour force had been increasing faster.

New Crest

The Confederation of National Trade Unions has adopted a new crest to replace that of the Canadian and Catholic Confederation of Labour.

The new crest, which bears only the French and English abbreviations of the organization's name, is composed of a double circle surrounding three chain links symbolizing solidarity and unity. The field is golden yellow, symbolizing strength, and the grey colour of the chain links symbolizes peace.

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The Minister said that "the solution of unemployment lies in creating new occupations and in giving our youth and workers the means to fill these new occupations that will require greater skill."

Mr. Levesque stated that the high rate of unemployment in Quebec was "shameful and scandalous" and added that if private enterprise cannot solve this problem, "the State will then have to take a hand in it.

"If Canada cannot change such a situation," he said, "the economic and social system will fail, and socialism and any other such doctrine will gain ground."

Mr. Levesque also stressed the part that enlightened citizens, and especially unions, can play, through their demands and pressure, in making politicians keep their promises and follow policies in line with public welfare.

Other Speakers

Théogène Ricard, MP

Théogène Ricard, Member of Parliament for St. Hyacinthe, who represented the federal Minister of Labour, spoke on technical and professional training in Canada and explained the nature and scope of the federal contribution to training.

Mr. Ricard stated that from now until 1966, the number of technical and professional facilities will have to be at least doubled. He described the provisions of the new Technical and Vocational Training Assistance Act (L.G., Nov., p. 1096) for federal sharing of the costs of new training facilities; of training apprentices, supervisors in industry, and disabled persons; of providing post-secondary school training for persons wishing to become technicians; and for sharing the costs of providing a vocational training program for unemployed persons.

Other Speakers

Jean-Baptiste Lemoine, President of the Catholic Union of Farmers, Forestry Service, pointed out the increasingly industrial nature of the province of Quebec. "Even though," he said, "the number of farmers has decreased by a third during the last 20 years, we are now able to produce twice as much as before."

L. P. Bonneau, Vice-Rector of Laval University, recalled that an imposing number of Laval graduates are active in trade unionism. He also pointed out that the University had recently entered into a collective agreement with its employees and had undertaken a program of job evaluation.

Msgr. Ernest Lemieux, parish priest for Beauport, who represented the Archbishop of Quebec, pointed out the excellent work accomplished by the CNTU on behalf of the working classes in the province.

President's Moral Report

CNTU President Jean Marchand based his moral report on the Pope's encyclical *Mater et Magistra,* because in the coinciding of the 40th anniversary of the founding of the CNTU and the 70th anniversary of the encyclical *Rerum Novarum* he found an excellent occasion to re-affirm the basic principles of trade unionism.

The National President first said that the CNTU was especially pleased to find in the recent encyclical of Pope John XXIII "the confirmation of many of the views we have been advocating and which should protect us, at least for a while, from the attacks of social conservatives."

Mr. Marchand stated that, under the term "socialization," the encyclical introduces a new concept. The term is defined as "the progressive multiplication of relations in common life."

This socialization guarantees certain individual rights in the social and economic field, he said, adding:

> Thus it is wrong to pretend that the Church is opposed to social security and to government intervention in fields which had been traditionally reserved to private initiative. It looks favourably upon this socialization provided that all necessary precautions are taken in its implementation in order to avoid the crushing of individuals and intermediate groups. We must endeavour to draw out of it all the advantages, while averting and restricting its negative aspects.

Mr. Marchand recalled that the CNTU had always maintained that workers were entitled not only to a living wage but also to partake in the prosperity of the enterprise and of the national community. He specified that the principle was strongly supported by the encyclical, which says that "the remuneration of work cannot be left entirely to the laws of the market nor can it be fixed arbitrarily. It is determined according to justice and equity."

Mr. Marchand also quoted this passage:

> We must here call attention to the fact that in many economies today, the medium and large enterprises not rarely effect rapid and large productive developments by means of self-financing. In such cases, we hold that the workers should acquire shares in the firms in which they are engaged, especially when they earn no more than the minimum salary.

Mr. Marchand added: "It is my conviction that, on this matter, workers have been shamelessly deprived of their right and would be justified in claiming their due

from a vast number of enterprises which usurped profits that ought to have been shared."

Referring to the structures of North American enterprises, the National President qualified them as "anti-Christian."

He pointed out that "not only has nothing been done to make a human community out of enterprise, but we have striven to erect air-tight partitions between management and employees."

He recalled that Pope John points out that one of the most desirable means of responding to the needs of justice "is to make sure that workers share in the ownership of the enterprises in the manner and the degree most suitable to all."

Mr. Marchand also relied on the encyclical to stress that the voice of the workers be heard and listened to at every level.

Referring once more to the phenomenon of "socialization," Mr. Marchand stated that Pope John suggests that "the State intervene in numerous fields" and he proposes the expansion of the part the State can play in relation to private sectors.

Mr. Marchand said that "whenever it would be impossible or whenever private enterprise would refuse to assume its responsibilities, there is no doubt that the State would have to intervene directly to safeguard public interest. He relied on this passage of the encyclical:

> Those in authority, who are responsible for the common good, cannot help but feel the need not only to exercise in the field of economics a multiform action, at once more vast, more profound and more organic, but it is also required to this end that they give themselves suitable structures, tasks, means and methods.

Mr. Marchand said in closing that *Mater et Magistra* is a reliable source of inspiration and is broad enough to give scope and depth to union activities.

He said that "we will have to tackle the structure and even the concept of industry, which will have to be transformed as quickly as possible into a "community of persons."

The General Chaplain

Msgr. Henri Pichette, CNTU General Chaplain, stated that "when John XXIII calls for trade unions to play a larger part in our society, he expresses his trust in union leaders and stresses the great importance of the contribution they can make."

He found in this attitude a call to union leaders to come to some concrete action and to do everything possible to give full effect to Christian social doctrine.

He said this immense task can be accomplished only by working together and added:

> If individuals must be conscious of their duties, they must also realize that they cannot fulfil them alone. Our society can be restored only through collective responsibility. You feel the need to get together, to appoint committees to plan your collective agreements, to draw up the strategy of your negotiations and work out programs. You must adopt the same means to study thoroughly together the Pope's message and try and find where it applies in your fields of action.

Msgr. Pichette stated that our society will have a human and Christian aspect when the responsible laymen in the economic, social and political sectors combine their scientific and technical skill with the knowledge of Christian principles.

Changing the CNTU Structure

The convention spent more than two days studying the problem of changing the structure of the organization, a problem made more difficult by the desire of the CNTU to better centralize its services in order to make them more efficient while keeping them as close as possible to the member.

The Executive Board had in mind some centralization of the services and, on the other hand, the complete and total integration of the member in the movement. "In order to achieve this," the Board said, "we feel that the strengthening of the power of the CNTU must be carried out by assuring more services to its members, but that such services should be provided at the level closest to the member."

The Board also stressed the need for the unions to remain autonomous and masters of their own decisions. It has been deemed far from desirable for unions to be entities without any legal responsibility but merely dependent upon the central organization.

The first change approved by the convention provides for the establishment of regional offices throughout the province. These offices will, henceforth, take care of the organizational and educational services previously provided by the central councils. Agreements to this effect are to be signed with the councils between now and September 1962.

The central councils will continue to represent the workers in their jurisdiction at the school, municipal and public organization levels. As the functions of the central councils will then be fewer, it is expected that their share of the per capita tax will be smaller.

The permanent staff of the regional offices will be hired by the CNTU after consultation and agreement with the central

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councils and will come under the direction of the Executive Board of the central councils.

The second important change relates to the federations. The convention decided to amalgamate the 15 existing federations into six new ones in order to create units that will be larger and more able to give the unions all the help required. It will take some time to complete this change.

The six new federations are:

—Federation of building, wood and furniture workers;

—Federation of metal, chemical products and mine workers;

—Federation of textile, clothing, leather and shoe workers;

—Federation of pulp, wood, paper, printing and editing, cardboard box and paper products workers;

—Federation of municipal corporations and school boards, hospital and public services employees;

—Federation of trade, office and services employees and barbers and hairdressers.

The federations will continue on their existing basis and will make decisions of a professional nature. However, they will be able to enter into agreements with the CNTU in order that the latter may provide negotiation and collective agreement implementing services. The federations will then have to refund the most of these services to the CNTU.

The convention has also adopted a number of regulations that will make disaffiliation more difficult for a union, a central council or a federation. It also adopted a regulation providing for a better application of democratic principles within the unions.

The regulations provide that the calling of union meetings is compulsory and that meetings must be called and in such a way that all members will know when and where they are to be held.

Unemployment

The convention spent a whole day, including the evening session, studying the unemployment problem. As a result of this study the CNTU recommended:

—Undertaking a campaign to alert public opinion at all levels;

—Carrying out an investigation of the shoe industry by the Province of Quebec Council for Economic Guidance;

—State control of banking and credit;

—Establishing an investment bank;

—Greater use of the Bank of Canada in financing public works;

—Extending the Unemployment Insurance Act to all the workers of the country.

A 28-page document prepared by its permanent committee on unemployment and employment under the chairmanship of Michel Chartrand was read to the convention and served as a basis for the discussions.

A former president of the CNTU Gérard Picard, who is now president of both the Montreal Central Council and the Printing and Editing Federation, denounced the capitalistic system as being the basic cause of unemployment in Canada. "A full employment policy in a capitalistic regime is in opposition to the equilibrium existing between the present society and those who hold the purse strings."

Mr. Picard stressed the need "for the workers to become once more human" and protested against the accumulation of overtime by those who are working while too many of their fellow workers are unemployed.

The President of the Textile Federation, René Gosselin, suggested that the 35-hour work week be adopted to redistribute the work among a greater number of workers.

He also stressed the need for State intervention because private enterprise cannot be counted on to find remedies to unemployment.

The National Secretary of the CNTU spoke at length as a member of the National Productivity Council. Marcel Pépin said the Council's terms of reference were so limited that it was impossible for it to arrive at some solutions. He suggested that the Council become a subcommittee of a national body on economic guidance.

Mr. Pépin suggested two measures under the Unemployment Insurance Act: raise the benefits and pay them during the whole period of unemployment.

Raymond Parent of the Metal Workers' Federation, pointing out that, in the last decade, productivity in this sector had risen rapidly and that wages were also higher, but to a much less degree, and that the labour force had decreased slightly, said the 40-hour week was indeed a fact and that the Confederation's demands in this respect are long overdue.

Adrien Plourde, President of the Metal Workers' Federation, suggested that public opinion be alerted by every means of propaganda available to the CNTU. "We must make public demonstrations and organize public meetings to cry out that we will no longer tolerate a high level of unemployment", he said.

Rev. Jean-Marie Lafontaine, chaplain of a Montreal union, said we have too long been suspicious of State intervention and that we have been influenced too much by what has taken place in some countries where freedom has been stifled. The State has more reason to intervene at the economic level since it has more means available for intervening in favour of the distressed, said the Chaplain.

Pointing out that the workers with jobs are more prosperous today than ever, Father Lafontaine stressed the importance of union members' giving some attention to the plight of the unemployed.

Another delegate, Napoleon Nadeau, denounced workers who seek time and a half and double time to the prejudice of their fellow workers who are unemployed. He was also opposed to Sunday work and suggested creating a labour association in the province to do away with it.

During the discussion, the convention also adopted a resolution calling for an amendment to the Unemployment Insurance Act "to enable an individual employer in construction to provide unemployment insurance stamps to the workers in his service".

Joint Committee on Ethics

Through its President, the CNTU proposed to the Quebec Federation of Labour (CLC) and to the Canadian Labour Congress the creation of a joint committee on ethics to study the problems of union jurisdiction in order to do away with union raiding.

Such a committee would study all cases of conflict between unions of various allegiances and make recommendations to the parties concerned. (QFL President Roger Provost later welcomed the suggestion.)

The idea was initiated by Mr. Marchand when commenting on reactions to his statement at the opening of the convention that he wished to expand CNTU activities across the whole country.

Mr. Marchand explained:

"I have been asked if the wish expressed in my report to extend CNTU activities on a nation-wide basis could be interpreted as a challenge to the Canadian Labour Congress and a declaration of war against international unions. This was surely not my intention. I said that the CNTU must be expanded 'according to the most appropriate and most efficient formula,' that is to say, affiliation to the CLC or the achievement of labour unity according to any other means agreed upon by the parties could very well be that 'most appropriate formula'. Mass union raiding does not seem to me any more possible than it is desirable for either party."

Mr. Marchand recalled, however, that the CNTU has always maintained that "workers should remain free to change unions if they deem it advisable."

He said that "the advantages of an absolute union monpoly do not compensate for the gains that result from the free exercise of the right to union membership".

Increase in Hospital Fees

The CNTU flatly rejected the charge that hospital employees who insist on higher wages are responsible for the increase in hospital fees.

In a statement given to the press during the convention, the National President declared that the CNTU will not admit that the Department of Health should intervene in *bona fide* negotiations between free unions and the hospitals or that it refuse to accept the findings of arbitration boards.

Mr. Marchand stated that while the Quebec Government must have some control over hospital budgets, since it will finally have to pay most of the cost, this control must not destroy free collective bargaining.

Mr. Marchand thought the increase in hospital fees came from many factors, of which the most important are: the adjustment of the wages paid to the nuns; the creation of thousands of new jobs; the salary increases to management staff; the increase in medical staff; the purchase of new equipment, and the salary increases to non-union staff.

"We must point out", he said, "that it is the hospital employees on the lower rungs who most of all deserve public sympathy. They do not come under the Workmen's Compensation Act nor under the Unemployment Insurance Act and yet for years they have indirectly subsidized most of our hospitals through lower wages and inferior working conditions."

Nuclear Warheads in Canada

The convention sent a telegram to the Prime Minister strongly protesting against the storing of nuclear warheads on Canadian soil.

Signed by Mr. Marchand, National President, the telegram said:

The 550 delegates assembled in special convention in Quebec have instructed me to send you this message. They are strongly opposed to any agreement between Canada and the United States for the stockpiling of nuclear warheads on Canadian soil. The convention also rejects the idea that the Canadian army be equipped with atomic arms. The presence of nuclear warheads in Canada would provide

a potential enemy of the United States with justification for turning Canada into a radioactive desolation. Both the United States and the U.S.S.R. claim they each have sufficient atomic power to destroy the world. What can Canada add to this abominable situation? The only service we can render to humanity is to exert all our efforts toward the banning of all kinds of atomic weapons. The delegates expect that you will resist American pressure.

Elections

Jean Marchand was unanimously re-elected President of the CNTU, a position he assumed last March when Roger Mathieu resigned. Marcel Pépin and Jacques Dion were re-elected Secretary and Treasurer respectively.

The elections, which were conducted by Gérard Picard, a former president, resulted in new mandates for all the vice-presidents who stood for re-election. The only new member of the Board will be Martial Laforest, Chemical Products Workers, of Shawinigan, who replaces Guy Thibodeau, who did not stand for re-election as Fifth Vice-President.

The other Vice-Presidents are: René Gosselin, Textile Workers, Granby; S. Ted Payne, Metal Workers, Montreal; Eugène Rancourt, Shoe Workers, Quebec; Adrien Plourde, Aluminum Workers, Arvida; Daniel Lessard, Asbestos Workers, Thetford Mines; Henri Vachon, Paper Workers, Saguenay; and Miss Jeanne Duval, Hospital Workers, Montreal.

4th Biennial Convention of the AFL-CIO

Delegates approve procedure for settling of jurisdictional disputes, adopt strong resolution designed to enforce bars to racial discrimination within organization, and erect effective barrier against re-admission of Teamsters

A procedure for the settlement of jurisdictional disputes and a strong resolution designed to enforce barriers against racial discrimination within the organization were adopted at the fourth biennial convention of the American Federation of Labor and Congress of Industrial Organizations, held at Bal Harbour, Fla., December 7 to 14.

The 900 delegates erected an effective barrier against re-admission of the International Brotherhood of Teamsters, expelled in 1957 on charges of corruption (L.G. 1957, p. 1275), when they adopted a resolution that requires expelled unions seeking re-admission to pass a test of clean unionism. An AFL-CIO spokesman later said the Teamsters couldn't meet the test under its present leadership.

AFL-CIO President George Meany was re-elected by acclamation, as were other officers of the 12,500,000-member organization.

A special feature of the convention was an address by United States President John Kennedy.

Settlement of Jurisdictional Disputes

The procedure for settling jurisdictional disputes provides for mediation of conflicting claims to jurisdiction, with final decision vested in the 29-member Executive Council, and establishes a system of sanctions against non-complying affiliates. Recourse to the courts is prohibited.

The machinery for dispute settlement is spelled out in an amendment to the constitution. The 22-section article provides that:

—Each affiliate shall respect the established collective bargaining relationship of every other affiliate, and no affiliate shall organize or attempt to represent workers already represented by another affiliate.

—Each affiliate shall respect the established work relationship of every other affiliate, i.e., it will not seek to obtain for its members work that members of another affiliate have "customarily" been doing.

—No affiliate shall "circulate or cause to be circulated" any charge or report that may have the effect of bringing another affiliate into public disrepute.

—If affiliates involved in or affected by a dispute are unable to reach a voluntary settlement with the assistance of a mediator appointed by the AFL-CIO president, they will have a full and fair hearing before an impartial umpire.

—The impartial umpire shall make a determination, after a hearing, within a time specified by the AFL-CIO president.

—An affiliate that thinks it has been adversely affected by an umpire's determination may file an appeal with the president within five days after receipt of the decision, and the president shall refer the appeal to a subcommittee of the Executive Council.

—The subcommittee may disallow the appeal, in which case the umpire's decision

is final, or refer it to the full Executive Council. A majority of all members of the Council is necessary to set aside or alter an umpire's determination, and the Council's decision is final.

A union that fails to comply with an award shall be subject to sanctions spelled out in the constitutional amendment.

Only the International Typographical Union voted against the plan. ITU President Elmer Brown described the amendment as a "surrender of autonomy" and threatened to secede from the federation if the approved plan interferes with his union's autonomy. Mr. Meany countered with a quotation from Samuel Gompers, first President of the AFL, who in 1902 warned affiliates who threatened to secede or withhold money that they faced revocation of their rights to representation at the convention until they paid up and withdrew their notice to disaffiliate.

On the day after the convention's close, Mr. Meany appointed David L. Cole, former federal mediator, to be an umpire under the new dispute settlement procedure.

Civil Rights Resolution

The convention unanimously approved a civil rights resolution that pledges that the federation will "intensify its drive to make fully secure equal rights for all Americans in every field of life and to assure for all workers without regard to race, colour, creed, national origin or ancestry the full benefits of union membership."

The new civil rights policy emphasized a voluntary approach by affiliates to the problem and set up a procedure for the processing of complaints against offending unions. But the resolution empowered the AFL-CIO Civil Rights Committee to initiate complaints of its own on the basis of *prima facie* evidence that discrimination is being practised.

William Schnitzler, AFL-CIO Secretary-Treasurer, was appointed chairman of the Civil Rights Committee.

Re-admission of Expelled Unions

Before the convention opened, some of the AFL-CIO vice-presidents had been promoting the re-admission of the International Brotherhood of Teamsters, expelled in 1957 on charges of corruption, and others had been suggesting the setting-up of an AFL-CIO union to take over the Teamsters' jurisdiction. But the convention, after only a brief discussion, adopted a resolution that in effect barred the re-entry; the question of an AFL-CIO truckers union did not reach the convention floor.

The resolution, unanimously adopted, did not mention the Teamsters by name. It stated that whenever an expelled union made formal application for re-admittance it would have to demonstrate "complete observance" of all rules, laws and standards of the federation.

After adoption of the resolution, an AFL-CIO spokesman told the press that the resolution means in effect that the Teamsters couldn't meet this test under its present leadership.

U.S. President's Address

United States President John Kennedy asked for the help of the AFL-CIO in maintaining a favourable balance of trade, when he spoke to the convention on its opening day. "If we cannot maintain the balance of trade in our favour," he said, "then this country is going to face most serious problems."

He told the delegates he hoped that the United States could maintain a viable economy with full employment, that it could remain competitive in world markets, and that management and labour would "recognize their responsibility to permit us to compete." He was hopeful that "those of you who are in the area of wage negotiations will recognize the desirability of our maintaining as stable prices as possible."

The President implied that negotiators should take adequate account of productivity when agreeing on wage increases.

He pointed out that the country's trade problems had been intensified by the development of the European Common Market, and that United States industries that are unable to place their products in the Common Market are now building plants in Western Europe and hiring Western European workers.

He then announced that he intended to recommend to the U.S. Congress legislation to provide assistance to industries hard-hit by imports. It would provide "a recognition of the national responsibility in the period of transition for those industries and people who may be adversely affected."

The stimulation of trade abroad as a means of expanding job opportunities was the last of six steps the President believed had to be taken "if the manpower budget is to be balanced." The other five were:

—The giving of special attention to the problem of younger people. "Today there are 1,000,000 young Americans under the age of 25 who are out of school and out of work."

—A program of retraining unemployed workers. "We want to make sure that our

workers are able to take advantage of the new jobs that must inevitably come as technology changes."

—Giving attention to minority groups. "Those who are first to be discharged and last to be rehired too often are among those who are members of our minority groups . . . . We are making a great effort to make sure that all who secure federal contracts will give fair opportunity to all of our citizens to participate in that work."

—Provision of opportunities for plant reinvestment. "I believe we have to give as much incentive as is possible to provide reinvestment in plant which makes work and will keep our economy moving ahead."

—Grants-in-aid to communities for needed public works. The President said he intended to ask Congress at its next session for stand-by authority to make such grants when unemployment begins to mount and the economy to slow down.

The day after President Kennedy's address, U.S. Secretary of Labor Arthur Goldberg spoke to the convention. He interpreted the President's remarks to mean that wage increases over-all should be earned by increasing productivity but emphasized that there was plenty of room for advances "in this highly productive country."

Inequities exist, he said, and "we do not propose in any way to restrict the ability of collective bargaining to remove or solve these inequities." He urged the delegates to try to raise the wages of low-paid workers. "One of the unfinished tasks of the trade union movement is to direct more of its attention to those who are drawing substandard wages," he said.

Other Resolutions

Two resolutions adopted unanimously called for higher wages and shorter hours. Another rejected a wage freeze and a balanced budget as solutions to the country's economic problems.

A fourth resolution urged that Congress put into effect immediately the increase to $1.25 an hour in the minimum wage that is due in September 1963 and urged the federation to press for a $1.50 minimum as soon as the $1.25 minimum goes into effect.

The first resolution read: "In collective bargaining in the period ahead, AFL-CIO affiliated unions will press for wage advances as a vital means of increasing inadequate consumer purchasing power."

The second resolution on collective bargaining aims urged AFL-CIO affiliates to seek:

—Year-round income or employment and adequate benefits upon loss of jobs.

—Improved health, welfare and pension programs.

—Measures to minimize ill effects on workers of automation and plant relocation.

—Shorter hours with no loss in pay and "substantially more paid vacations, holidays and other paid leisure time."

The resolution that declared that this was not the time for budget balancing called for increased federal expenditures to combat unemployment.

In other resolutions the federation:

—Declared that the major unfinished business of the trade union movement was to organize the unorganized.

—Gave its backing to President Kennedy's liberalized trade proposals and tariff program.

Election of Officers

George Meany was re-elected President of the AFL-CIO by acclamation.

All other officers—Secretary-Treasurer William Schnitzler and 27 vice-presidents—were returned to office.

Industrial Fatalities in Canada during the Third Quarter of 1961

Deaths from industrial accidents numbered 231 during third quarter last year, a decrease of 10 from previous quarter and of 121 from same quarter of 1960

There were 231* industrial fatalities in Canada during the third quarter of 1961, according to the latest reports received by the Department of Labour. This is a decrease of 10 from the previous quarter, in which 241 were recorded, including 25 in a supplementary list. In the third quarter of the previous year, 352 fatalities were recorded.

During the quarter under review, there were no accidents that resulted in the deaths of three or more persons.

Grouped by industries (see chart page 42), the largest number of fatalities, 69, was in the construction industry. Of these, 27 were in buildings and structures, 19 in highways and bridges and 23 in miscellaneous construction. For the same period last year, 74 fatalities were recorded: 34 in buildings and structures, 33 in highways and bridges and 7 in miscellaneous construction. During 1961's second quarter, 48 fatalities were listed: 34 in buildings and structures, and 7 each in highways and bridges and miscellaneous construction.

There were 45 fatalities in the manufacturing industry during the quarter; of these, 20 were in iron and steel products, 5 each in food and beverages and transportation equipment, 4 in chemical products, 3 in paper products and 2 each in wood products, non-ferrous metal products, non-metallic mineral products and miscellaneous manufacturing. During the same period last year, 58 fatalities were recorded; 15 of these were in wood products, 14 in iron and steel products, 8 in paper products, 6 in food and beverages, 4 in chemical products and 2 each in non-ferrous metal products and non-metallic mineral products. During 1961's second quarter, 33 fatalities were reported in manufacturing; of these, seven were in iron and steel products, five each in transportation equipment and non-ferrous metal products, four in wood products, and three food and beverages and non-metallic mineral products.

Thirty fatalities were recorded in the transportation, storage and communication industry; twelve of these were in local and highway transportation, eight in air transportation, six in railway transportation and three in water transportation. Fatalities recorded in this industry for the same period in 1960 numbered 54, of which 18 were in railway transportation, 17 in local and highway transportation, 9 in water transportation and 4 each in air transportation and storage. During April, May and June of 1961, 38 persons were killed in this industry; 14 of these were in local and highway transportation, 8 in water transportation, 7 in air transportation, 6 in steam railways, 2 in street and electric railways and 1 in telegraphs and telephones.

The 23 fatalities that were recorded in the mining and quarrying industry during the quarter were distributed as follows: 16 in metal mining, 3 in coal mining and 4 in non-metallic mineral mining. During the same period last year, 57 deaths were reported: 30 in metal mining, 10 in coal mining and 17 in non-metallic mineral mining. Accidents during the second quarter

(*Continued on page 86*)

The industrial fatalities recorded in these quarterly articles, prepared by the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or which arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries which are covered by compensation legislation. Similarly, a small number of traffic accidents which are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the third quarter of 1961 is probably greater than the figures now quoted. Information on accidents that occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 45 fatalities for which no reports have been received.

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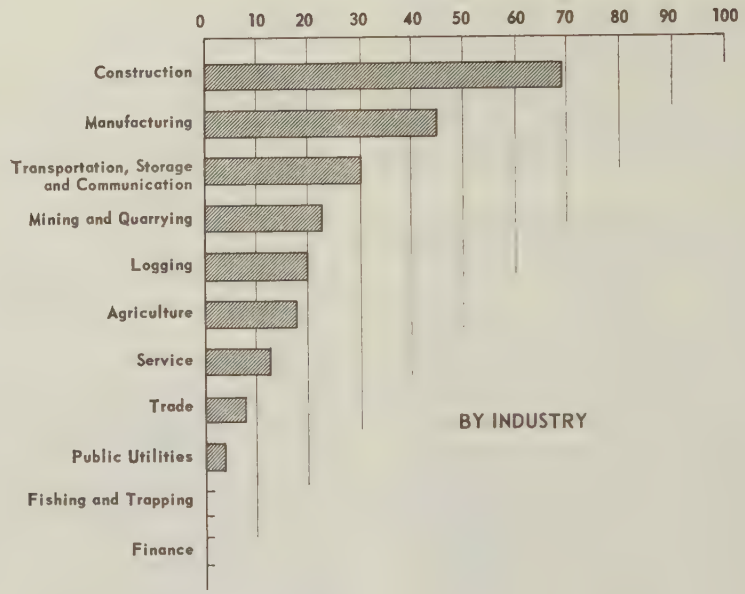
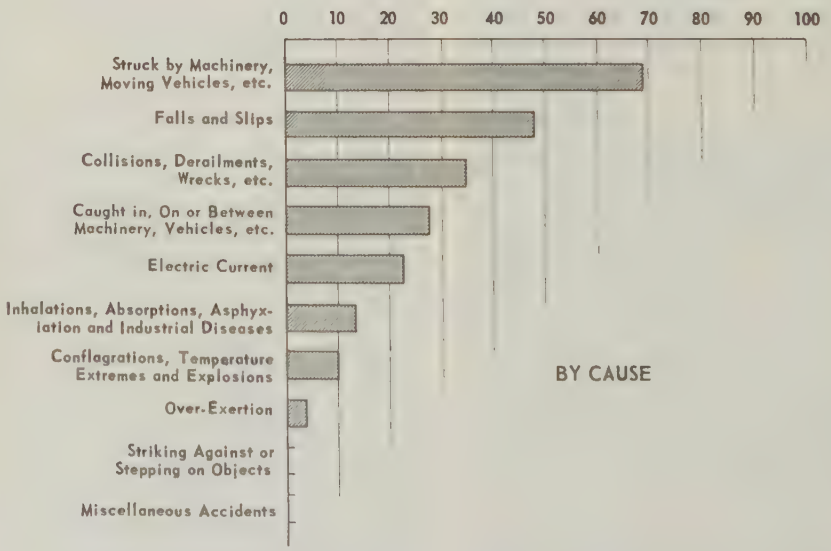
INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1961





Source: Economics and Research Branch, Department of Labour.

New Act in Force

Vocational Training of Disabled Persons Act proclaimed in force effective December 1, 1961. Act provides for sharing with provinces of costs incurred in undertaking program for the vocational rehabilitation of disabled persons

The Act respecting the Vocational Rehabilitation of Disabled Persons and the Co-ordination of Rehabilitation Services (L.G., Nov. 1961, p. 1097) was proclaimed in force as of the first day of December 1961. The Act provides for the sharing with the provinces of costs incurred in undertaking in the province a comprehensive program for the vocational rehabilitation of disabled persons.

New School for the Deaf in Ontario—Ontario Public Works Minister Ray Connell announced recently that the first stage of construction for the new Ontario School for the Deaf at Milton would start immediately.

Planned to accommodate 450 pupils, the school will have a junior department for 200, a high school for another 200 and a kindergarten for 50. The first stage of construction includes the junior school, staff residence, hospital, administration, laundry and boiler plant buildings. This new school will do much to alleviate the overtaxed facilities at the School for the Deaf in Belleville.

Rehabilitation Awards in Canada—The opening of the 18th Annual Christmas Seal Sale of Newfoundland provided the opportunity for the awarding of the newly created C. A. Pippy Awards. These awards, donated by Mr. and Mrs. C. A. Pippy, are to be presented annually to the outstanding handicapped man and woman of the year in Newfoundland.

The awards, presented by Mrs. Campbell MacPherson, wife of the Lieutenant Governor, went to Miss Helen Traverse of Coachman's Cove, White Bay, and Robert Windsor of Wesleyville, Bonavista North.

At 19, Helen Traverse, a victim of severe rheumatoid arthritis, has spent 12 years in hospital and home unable to walk at all and with not enough strength in her arms to use a wheelchair. She studied and practised at home to become an office worker. She worked as a volunteer in the Grenfell Children's Home in return for her room and board and seized every opportunity to improve her work until she became a qualified office worker. After two years employment in the Grenfell Association she moved to St. John, where she is now employed in the Rehabilitation Institute. In addition to continuing her studies with the hope of becoming a teacher of the handicapped, she has also organized a club where handicapped people meet for fun and recreation.

Robert Windsor, married, with one child, was stricken with polio at the age of 26. He found himself unable to stand or walk, with his right arm paralysed and with little strength in the left arm. He retained, however, a good brain, a sense of humour and an outgoing personality. Today he is clerk-manager of the town and publishes a small newspaper *The Wesleyville Messenger,* for which he types the stencils himself with one finger. He has recently gone into an insurance business and with his combined activities he supports himself and his family.

* * *

The Second Annual Meeting of the Saskatchewan Co-ordinating Council on Rehabilitation honoured three industrialists for their work on behalf of disabled persons. This marks the first time in Canada that employers have been given formal recognition for their work in this field. The citations, to be awarded annually, are to be presented to employers who have made an outstanding contribution to rehabilitation in Saskatchewan by employing disabled persons.

Receiving the awards from Lieutenant Governor F. L. Bastedo were Harry Landa, owner of "Doc" Landa's Auto Body Works; A. J. E. Child, President of Intercontinental Pork Packers, both of Saskatoon; and Sherman Smith, Manager, as representative of Automotive Remanufacturing Ltd. of Regina.

* * *

At the 12th Annual Meeting of the Saskatchewan Council for Crippled Children and Adults "certificates of merit" for outstanding and dedicated service were presented to J. W. Bremner, Past President of the Council, and to the Saskatoon Firefighters Association, Local 80. Over the past nine years the union has consistently supplied volunteer spare bus drivers, financially supported a special winter swimming program for the handicapped, and supplied work crews for construction and maintenance at Camp Easter Seal.

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Government Committee on Older Workers

The Interdepartmental Committee on Older Workers was established in 1953 to advise the Department of Labour on the employment problems of older workers

To advise the Department of Labour on the employment problems of older workers, there is an Interdepartmental Committee on Older Workers, established in 1953 as a result of a recommendation of the National Advisory Council on Manpower.

In the beginning the Committee was made up of representatives from the Departments of Labour, Veterans Affairs, and National Health and Welfare, and from the National Employment Service. First chairman was George G. Blackburn, Director of Information, Department of Labour. Since then a representative of the Civil Service Commission has been added, and the present chairman is Ian Campbell, National Co-ordinator of Civilian Rehabilitation.

Its terms of reference, though short, are broad in scope. They are: "To give further consideration to the employment problems of older workers with the object of developing a program of education and action designed to bring about a wider appreciation of the contribution that employed older workers can make, and to extend their opportunities for suitable jobs."

The Committee is primarily an advisory body but during its eight-year history it has initiated several projects.

In October 1954 it initiated a study of the effects of pension plans on the employment of older workers. One of its members was nominated to chair a study group of selected government experts. The group's report was published in 1957 under the title *Pension Plans and the Employment of Older Workers* (L.G. 1957, p.1435).

In 1955, a delegate from the Committee held discussions in Toronto with representatives of the Canadian Retail Federation regarding a survey of work performance by age groups in the retail field. After this meeting the delegation made preliminary arrangements for the survey with two large firms in the retail industry, with the co-operation of both companies.

The survey was carried out by a team of researchers under the direction of the Economics and Research Branch of the Department of Labour. The report of this study was published in 1959 under the title *Age and Performance in Retail Trade* (L.G. 1959, p.1022).

Recognizing that the social and economic problem of the older worker was one of the many problems of aging, the Committee has maintained close liaison with the Canadian Welfare Council's Committee on Aging and has obtained membership on the Committee on Aging for its chairman and one or more members.

The Committee believes that the maintenance of economic security, particularly during the years between ages 40 and 65, can do much to prevent the affliction of social problems upon individuals when they reach the later years. For this reason, the committee regards the problem of the older worker as one of the more important of the many problems of aging.

When, in 1959, the Division on Older Workers was established in the Department's Civilian Rehabilitation Branch, the Committee filled an active advisory role in the planning and development of the work of the new division and in the intensification of activities.

Establishment of the new division was one result of the directive of the present Minister of Labour, Hon. Michael Starr, to intensify efforts on behalf of older workers. Another was the stepping-up by the National Employment Service of efforts to persuade employers to hire on the basis of qualifications and ability without regard to age.

Present membership of the Interdepartmental Committee on Older Workers is: Ian Campbell, National Co-Ordinator Civilian Rehabilitation, Chairman; A. G. Wilson, Chief, Applicant Specialist Division, Head Office, National Employment Service; Miss Margaret McIrvine, Co-ordinator of Women's Employment, Head Office, National Employment Service; W. R. Dymond, Assistant Deputy Minister of Labour; George G. Blackburn, Director of Information, Department of Labour; J. F. Dawe, Civil Service Commission; Miss Marion Royce, Director, Women's Bureau, Department of Labour; R. H. Parkinson, Assistant National Director, Family Allowances and Old Age Security, Department of National Health and Welfare; G. L. Mann, Chief, Special Services Division, Department of Veteran's Affairs; Mrs. F. E. Hurst, Supervisor, Welfare Section, Department of National Health and Welfare; J. P. Francis, Director, Economics and Research Branch, Department of Labour; A. Charles Taylor, Information Branch, Department of Labour; and H. L. Douse, Chief, Division on Older Workers, Department of Labour, Secretary.

The Working Women of France

Every third worker in France is a woman, higher proportion than in all but two European countries. Working women make up about 39 per cent of all girls and women in France over 15 years of age. Two fifths of working women are married

Every third worker in France is a woman, a higher proportion than in any other European country except Finland and Denmark. The six and one-half million working women make up about 39 per cent of all girls and women in France over 15 years of age. About two fifths of the working women are married.

The percentage of women in each category of employment in 1954 was as follows:

Types of work	*Women as a % of all workers*
Owners of industries and businesses	37.5
Professionals and higher executives	13.3
Medium executives	37.6
White-collar workers	52.6
Industrial workers	22.6
Service personnel	80.3
Other categories	26.6

The clothing and textile industries together employ almost half of the women working in manufacturing. Metal work, food processing, leatherwork, chemicals, rubber and printing are other industries where large numbers of women work.

Every seventh professional worker is now a woman. Women represent 2.3 per cent of engineers, 2.5 per cent of judges, 7 per cent of doctors, 11 per cent of lawyers, 23 per cent of dentists, 28 per cent of pharmacists and 39.5 per cent of secondary school and university teachers. Women elementary school teachers outnumber men and women are principals in many of these schools.

Many women are managers or directors of business concerns, not only retail stores, fashion houses and millinery shops where one would expect to find women in executive positions, but also foundries, sawmills, shipping firms, publishing enterprises.

The majority of businesses owned by women are small concerns. Women account for only 13.9 per cent of factory owners and 28.3 per cent of owners of large business establishments.

In the expanding health and welfare fields women's role has been growing in importance. About 80,000 women are nurses and more than 10,000 are social workers. Although not yet in great numbers, women are also serving as assistant school health officers, police officers, labour inspectors and industrial relations advisers.

As in most western countries, there has been a steady increase in the number of women typists, stenographers and clerks so that today women hold more than half of all such jobs.

Women's wages and equal pay—The principle of "equal pay for equal work" was laid down in a government decree in 1946 and, in 1953, the ILO equal remuneration Convention was ratified.

Wages are fixed through collective bargaining; the State intervenes only to set the guaranteed minimum wage, which is the same for men and women. A 1950 Act respecting collective agreements provides that the agreements must contain a clause regarding the methods of applying the principle of equal pay for equal work. Jobs are defined and classified on the basis of work to be done, its relative importance and the qualities and aptitudes required to perform it. There can therefore be no legal agreement providing different rates for men and women with identical qualifications who are doing the same work.

A recent United Nations survey found that women's wages in manufacturing in France are about 85 per cent as high as those of men, a higher proportion than in any other country reporting.

Assistance for working mothers—A working woman is by law entitled to maternity leave for six weeks before and eight weeks after the birth of a child. Furthermore, expectant mothers and mothers of children under two years of age are entitled to a special schedule of physical examinations by the state labour medical service.

In large centres, day nurseries are available to working mothers, some free of charge and others at a small cost. This service is provided by about 15 per cent of factories for the children of women employees and some crèches and day nurseries have been subsidized by public funds. Hours of opening and closing are arranged to correspond to the normal working hours of the mothers.

The information for this article was supplied through the courtesy of the French Embassy in Ottawa.

50 Years Ago This Month

Upward trend in wages continues during 1911 but cost of living also on rise during the year. Machinists in Saint John strike in support of demand for a nine-hour day, then settle for work week of 53 hours with pay for 57½ hours

The upward trend in wages that began in 1909 continued during 1911. No decreases in wage rates during the year were reported in the LABOUR GAZETTE for January 1912 but in a few cases a reduction in the number of working hours caused a drop in earnings.

There was also a general upward trend in the cost of living, which was particularly marked in the case of farm products.

In a special article on prices during 1911, the LABOUR GAZETTE said: "From general information as to the level of prices prior to 1890 it may be stated that never since the first six years of Confederation have wholesale prices been so high in Canada.

"Comparing the year 1911 with 1896, in which prices were at their lowest within the past 40 years, a rise of 45 per cent is shown." The article added that if the relatively high importance of agricultural products in Canada were taken into account the rise would be 50 per cent or more.

Specific instances of wage increases during the year given by the GAZETTE were a rise of $10 a month in the wages of farm labour in Manitoba, and increases to coal miners in Alberta and eastern British Columbia averaging about 5 per cent. Many increases also were granted in the building trades, while in the metal trades and in various branches of railway service the tendency was also upward.

* * *

Early in December 1911, machinists employed in the nail factory of James Pender & Company, Saint John, N.B., went on strike for a nine-hour day instead of the ten-hour day they had been working. The company argued that the Western factories were working ten hours a day, except on Saturday, when they worked five hours, but that these factories were operating on a tonnage basis. This method of working, the company contended, resulted in a decidedly greater output than the day-work method on which its factory was operating.

The men were told that as soon as the mill was put on a tonnage basis, they would be allowed a half-holiday on Saturday, but that two or three months would be required to make the change. Meanwhile, the men were given the choice of taking 5¾ days pay for 53 hours work, by starting at 8 a.m. instead of 7 a.m., or full pay for full time, i.e., 59 hours a week.

Both these offers were refused, and the men demanded a nine-hour day or a half-holiday on Saturday at once. When their demand was not granted they went on strike. Two days later, however, on December 9, they decided to accept the company's offer, and on December 11 they resumed work. On account of the loss caused by the strike, the men agreed to work full time for the rest of the year, and after that to work 53 hours per week, for which they would receive pay for 57½ hours. This would continue until the new system was put into operation.

* * *

"Ruling that the mere fact that a man is unemployed for a certain part of the year did not constitute sufficient grounds to have caused his arrest and conviction on a charge of vagrancy, the Court of King's Bench (criminal side), sitting in appeal at Montreal, reversed a judgment of the magistrate's court, and liberated a prisoner sentenced to six months' imprisonment by the lower tribunal."

A report in the LABOUR GAZETTE of January 1912, from which this extract is taken, went on to explain that the prisoner in question had in the first place been taken into custody on a charge of theft. When the charge was not sustained at a court hearing, he was promptly re-arrested as being without visible means of support.

It appeared that although the accused had not been working during the winter preceding his arrest, he was idle only because he could not get work at that time of the year. His regular employment was that of longshoreman, unloading coal barges, and he had been left without work at the close of navigation.

"Counsel for the appellant pointed out that, if one were to accept the principle that a man who was employed for only a part of the year could be said to be amenable to arrest for lack of visible means of subsistence during the time he was idle, chaos would ensue," the GAZETTE report continued. "Seamen, navigators, teachers, college professors, and even judges were employed but a part of the year."

INTERNATIONAL LABOUR ORGANIZATION

New Director of Institute for Labour Studies

Rt. Hon. Hilary A. Marquand, former British Minister of Pensions and Minister of Health, named last month to succeed first Director, Sir Douglas Copeland

Rt. Hon. Hilary A. Marquand, D.Sc., formerly Minister of Pensions and Minister of Health of the United Kingdom, is the new Director of the ILO International Institute for Labour Studies. He was named November 30 to succeed Sir Douglas Copeland, the first Director of the Institute, who resigned in September.

The Institute will offer its initial course of study in September this year.

Mr. Marquand, who resigned his seat in Parliament in order to take up his appointment as Director of the Institute, has had a distinguished academic and governmental career. From 1926 to 1930 he lectured in economics at the University of Birmingham. From 1930 to 1945 he was Professor of Industrial Relations, and later Dean of the Faculty of Arts, at the University College of Cardiff, one of the constituent colleges of the University of Wales. During this period he continued his research and studies in the structure and organization of industrial combinations and industrial relations, publishing his work on *The Dynamics of Industrial Combinations* and, after two years of study on a Rockefeller Fellowship at various universities in the United States, his *Industrial Relations in the U.S.A.*

From 1931 to 1936 Mr. Marquand was also Director of Industrial Surveys of South Wales, publishing two *Industrial Surveys of South Wales* (part-author) and his *South Wales Needs a Plan.* In 1938-39 he taught at the University of Wisconsin as a Visiting Professor in Economics. He is the editor and part-author of *Organised Labour in Four Continents.* In 1938 he was awarded the degree of D.Sc. in recognition of his published work.

During the war, Mr. Marquand became successively Acting Principal of the Board of Trade (1940-41), Deputy Regional Controller for Wales in the Ministry of Labour and Chairman of the Manpower Board for Eastern South Wales (1941-42), and Labour Adviser to the Minister of Production (1942-44).

After election to Parliament from East Cardiff in 1945, Mr. Marquand became Secretary for Overseas Trade (1945-47) and later Paymaster General (1947-48). In July 1948 Mr. Marquand was appointed Minister of Pensions, a post which he held until he became Minister of Health (1951).

Since 1951, while retaining his Parliamentary seat, Mr. Marquand has maintained an active schedule of teaching and lecturing.

One of Mr. Marquand's principal responsibilities during the first year of his appointment will be the preparation and administration of the first course of the Institute, which is to be held from September 17 to December 7. The course will centre round the theme of "The Labour Force and Its Employment" but will also deal with a number of major labour problems, particularly as they arise in the countries which are in the process of rapid economic development.

The Institute was established by unanimous decision of the Governing Body of the ILO to further a better understanding of labour problems in all countries and of the methods for their solution.

Further contributions to the endowment fund of the ILO International Institute for Labour Studies have been announced.

Italy has decided to contribute 125,000,000 lire (more than $200,000), the Australian Government to contribute $50,000, and Sierra Leone to donate $1,000.

These three bring to about $2,900,000 the total of contributions and pledges received by the fund.

Sierra Leone is the twenty-fourth country to make or pledge a contribution.

150th Session, ILO Governing Body

At its 150th Session, held in Geneva from November 21 to 24, the ILO Governing Body:

—Directed that the text of the resolution adopted at the 1961 International Labour Conference (L.G., Aug. 1961, p. 785) that called for the withdrawal of the Republic of South Africa from ILO membership until such time as it abandons *apartheid* be sent to the South African Government.

—Decided to convene a preparatory technical conference in 1963 to discuss the question of employment policy as a prelude to the adoption of an appropriate instrument by the International Labour Conference in 1964. It was agreed that the report to be prepared by the ILO for the technical conference should deal mainly with employment problems in the developing countries.

—Decided to place the following items on the agenda of the 1963 session of the International Labour Conference: (a) Hygiene in shops and offices, and (b) Benefits in cases of employment accidents and occupational diseases.

—Added two items to the agenda of the 1962 session: reduction of hours of work (supplementary discussion)—a draft Recommendation on hours of work failed at the 1961 session of the Conference for want of a quorum—and revision of Convention No. 82 concerning Social Policy in Non-Metropolitan Territories, 1947—the object being to eliminate provisions restricting the application of this instrument to non-metropolitan territories only.

In the absence of Shambhu Merani of India, Chairman of the Governing Body, who had recently been injured in a motor accident, the 150th Session was presided over in turns by Pierre Waline of France, Employers' Vice-Chairman, and Jean Mori of Switzerland, Workers' Vice-Chairman.

Measures to Combat Discrimination

Pursuant to a resolution adopted by the International Labour Conference in 1960, the Governing Body resumed its consideration of measures to combat discrimination in respect of employment or occupation.

Member Governments had been requested to report in 1962 on the extent to which legislation and practice in their countries conformed to Convention No. 111 concerning Discrimination in respect of Employment and Occupation, adopted by the Conference in 1958.

The information provided by governments will be available to the Committee of Experts on the Application of Conventions and Recommendations, and to the Conference itself, in 1963, and will make possible an assessment of the discrimination picture throughout the world. Meanwhile, the ILO will undertake certain studies and analyses of a more limited character, covering, for instance, such matters as national fair employment machinery.

The Governing Body also approved a major promotional and educational program to include:

—Measures to be taken by governments and by employers' and workers' organizations; and co-operation for education of the appropriate non-governmental organization;

—Publication by the ILO of studies dealing with different forms of discrimination in employment and with the efficacy of specific measures adopted to combat them;

—Meetings of specialists. It was thought that, by bringing to light various types of activities and by providing an opportunity to compare results, such meetings might be of great value to the ILO in the formulation of technical assistance programs for the elimination of discrimination in employment.

Finally, the Governing Body requested the Director-General to draft new proposals for the establishment of ILO machinery to deal with allegations of discrimination.

Complaints Concerning Forced Labour

A progress report submitted by the Commission appointed to examine the complaint filed by Ghana concerning the observance by Portugal of the Abolition of Forced Labour Convention, 1957 (No. 105) stated that 31 witnesses had been heard. The Commission would shortly travel to the territories to which the complaint related so as to supplement on the spot the information already collected.

The Commission hoped that it would be able, in its report to the next session of the Governing Body, to deal with the whole question referred to it and to indicate the results of its examination.

The Governing Body also had before it a complaint submitted by Portugal concerning the observance by Liberia of the Forced Labour Convention, 1930 (No. 29). This Convention, which was not annulled by the 1957 Convention on the same subject, has been ratified by both Portugal and Liberia.

The Governing Body decided to ask the Portuguese Government to provide by December 15 a detailed statement of the grounds motivating its complaint and of the

(Continued on page 96)

TEAMWORK in INDUSTRY

The recent "House-Warming" at the DeLaval Company Ltd. in Peterboro, Ont., has been described by a union official as evidence of the mutual respect and confidence that exists between the firm and its employees. The event marked the opening of a new $142,000 plant addition. The company is one of the largest manufacturers of farm and dairy equipment in the Commonwealth.

Speaking on behalf of Kawartha Lodge 872, International Association of Machinists (CLC), local president Gus Siegel stated that the calibre of communications, consultation and personal relations at DeLaval has produced a friendly, constructive job atmosphere. Mr. Siegel praised three aspects of the firm's approach to employees: " . . . . their willingness to give the union information on future plans; the use of informal Union Shop Committee-Company meetings to talk about problems before they develop into grievances; and management's understanding of the necessity for thinking of and treating employees as dignified human beings, not as machines or numbers."

He emphasized that the union faced certain responsibilities if the excellent labour-management relations at DeLaval were to be maintained. "While bargaining diligently for the economic improvement of the lives of its members," he said, "the union must approach the company in a reasonable manner, with a readiness to consider the valid problems of the company. We believe that the implementation of these principles is conducive to the welfare of both the company and its employees."

Diversification and new lines were the twin themes behind the celebration. As personnel manager Harry Pulley put it: "We talk progress here—not hard times. This is the way to look at a recession."

Said president Kenneth Mahood: "If you're going to stay in business and lick this unemployment problem, you've got to think constantly about what else you might be doing with your work force and plant equipment. Charting a company's course five and ten years ahead is not being farsighted today—it is an immediate necessity."

DeLaval does a healthy export business, primarily with the United States. At present, 45 per cent of the Peterboro plant's production is shipped South. Several months ago the company turned its collective labour-management skill on a new field of endeavour—high and low pressure boilers.

More than 500 persons—employees, their wives and friends—filled the new extension for the opening ceremonies. Members of the plant Shop Committee, Kawartha Lodge No. 872, International Association of Machinists (CLC) and of the DeLaval Labour-Management Safety Committee assisted in organizing the House-Warming.

According to personnel manager Pulley, employees were "in" on the extension plans from the start. "We tell our people ahead or time what we plan to do," he said "We like to get their point of view." He stated that no obstacle barring good labour-management relations was too great to be overcome by joint consultation.

* * *

More than 500 visitors attended the one-day Open House at St. Vincent Hospital in Ottawa recently, the first to be held in the institution's 37-year history. Director of personnel Déo Ledoux described the affair as a "great success".

He praised St. Vincent's Labour-Management Consulting Committee for planning and organizing the venture. Guests were greeted at the hospital's main entrance by committee representatives and guided by 42 nurses and students through the various departments.

Stops on the Open House tour included the chapel, auditorium, laboratory, solariums, sterilization and treatment rooms, X-ray department, occupational, physio- and electrotherapy centres, gymnasium, dispensary, medical library, kitchen, cafeteria, canteen, linen room, laundry and offices. Department heads outlined the duties of the centres under their direction, and answered the many questions asked by the visitors. Guests were handed a brief history of St. Vincent's together with a set of statistics involved in the hospital's operation.

Mr. Ledoux said the Labour-Management Consulting Committee was never idle. "Realizations follow one after the other," he said. "It has many other projects on its agenda."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

INDUSTRIAL RELATIONS AND CONCILIATION

Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during November.

The Board issued four certificates designating bargaining agents, rejected seven applications for certification and one application for revocation of certification, and denied one request under Section 61(2) of the Act for review of an earlier decision.

During the month the Board received ten applications for certification and three requests under Section 61(2) of the Act for review of earlier decisions. It allowed the withdrawal of two applications for certification, and the Minister of Labour referred to the Board a complaint under Section 43 of the Act alleging failure to bargain collectively.

Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of production employees employed by the Canadian Marconi Company at CFCF-TV in Montreal (L.G., Nov. 1961, p. 1147). The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada and the Marconi Salaried Employees' Association (CFCF-TV) has intervened.

2. United Brotherhood of Carpenters and Joiners of America, Local Union No. 2499, on behalf of a unit of carpenters employed by General Enterprises Ltd., working in and out of Whitehorse, Y.T. (L.G., Nov. 1961, p. 1149).

3. Civil Service Association of Canada, on behalf of a unit of sergeants and constables employed by the National Harbours Board in the harbour police force at Quebec City (L.G., Nov. 1961, p. 1150).

4. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Gaspé Shipping Reg'd. engaged in the loading and unloading of interior and coastwise vessels in the Port of Quebec (L.G., Dec. 1961, p. 1269).

Applications for Certification Rejected

1. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by Dominion Steel and Coal Corporation (Dominion Shipping Division), Montreal, Que. (L.G., Nov. 1961, p. 1149). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

2. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by Hall Corporation of Canada, Montreal, Que. (L.G., Nov. 1961, p. 1149). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

3. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by N. M. Paterson & Sons Limited, Montreal, Que. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

4. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

5. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by National Sand & Material Company Limited, Toronto,

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

6. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by Scott Misener Steamships Limited, Port Colborne, Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

7. National Marine Engineers' Beneficial Association of Canada, on behalf of a unit of marine engineers employed by K. A. Powell (Canada) Ltd., Fort William, Ont. (L.G., Nov. 1961, p. 1150). The National Association of Marine Engineers of Canada Inc., Great Lakes and Eastern District, had intervened.

The above applications for certification were rejected by the Board for the reason that the applicant had failed to show membership in good standing in accordance with its constitution, as required by Rule 15 of the Board's Rules of Procedure. In reaching its decision, the Board observed that the Canadan constitution of the applicant organization does not specify the amounts of initiation fees and dues and depends on the provisions of the constitution of the parent organization, which sets the initiation fee at $1,000 and monthly dues at $10. In these cases the applicant had collected $1.00 initiation fees and $4.00 monthly dues. The applicant had tendered a purported waiver of the initiation fee and dues required under the constitution, but the Board did not consider this to be a waiver in the terms required by the constitution.

Application for Revocation Rejected

Maurice Rose, *et al*, applicants, Consolidated Aviation Fueling and Services

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

Limited, Montreal, Que., respondent, and the International Association of Machinists, respondent (L.G., Nov. 1961, p. 1150). The application was rejected for the reason that the Board had acted on the information before it at the time the application for certification was considered, and did not consider that its decision should be changed by the information that subsequently came to light.

Request for Review under Section 61 (2) Denied

Local 882, International Union of Operating Engineers, applicant, United Grain Growers Limited, respondent, and Grain Workers' Union, Local 333, intervener (L.G., Oct. 1961, p. 1038). The Board denied the request for the reasons that (1) while the applicant was certified in 1947 as the bargaining agent for a unit of stationary engineers employed by the respondent, it is clear that the only stationary engineers then concerned were casually employed engineers employed in grain drying operations; that (2) the pellet plant operators are stationary engineers only incidentally and for a small portion of their working time; that (3) the pellet plant operators would not appear to be employed to a sufficient extent as stationary engineers to qualify as craftsmen under Section 8 of the Industrial Relations and Disputes Investigation Act; that (4) the pellet plant operators take on other plant jobs when not operating the mill, which jobs are within the scope of the certificate and collective agreement held by the plant union, Grain Workers' Union, Local 333, and that (5) it would be impracticable from the standpoint of efficient plant operations to operate the mill with full-time stationary engineers.

Applications for Certification Received

1. Canadian Maritime Union, on behalf of a union of unlicensed personnel employed aboard the S.S. *Hilda Marjanne* by Trans-Lake Shipping Limited, Toronto, Ont. (Investigating Officers: R. L. Fournier and A. B. Whitfield).

2. International Association of Machinists, on behalf of a unit of unlicensed personnel employed aboard the M. V. *Inland* by the Quebec North Shore and Labrador Railway Co., Sept Iles, Que. (Investigating Officer: C. E. Poirier).

3. National Association of Broadcast Employees and Technicians, on behalf of a unit of television technicians and engineers employed at CKSO-TV by CKSO Radio Limited, Sudbury, Ont. (Investigating Officer: A. B. Whitfield).

4. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the M.S. *Normac,* S.S. *Norgoma* and S.S. *Norisle* by the Owen Sound Transportation Co., Limited, Owen Sound, Ont. (Investigating Officers: R. L. Fournier and A. B. Whitfield).

5. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed aboard the S.S. *Keewatin* and S.S. *Assiniboia* by the Canadian Pacific Railway Company, (Great Lakes Steamships), Montreal, Que. (Investigating Officers: R. L. Fournier and A. B. Whitfield).

6. The Canadian Union of Operating Engineers, on behalf of a unit of stationary engineers employed by Canadian Arsenals Limited at its Small Arms Division, Long Branch, Ont. (Investigating Officer: A. B. Whitfield).

7. Amalgamated Association of Street Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees employed by Hull City Transport Limited, Hull, Que. (Investigating Officer: G. A. Lane).

8. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division 591, on behalf of a unit of bus operators and garage employees employed by Hull Metropolitan Transport Limited, Hull, Que. (Investigating Officer: G. A. Lane).

9. United Steelworkers of America, on behalf of a unit of production employees employed by Canadian Arsenals Limited at its Small Arms Division, Long Branch, Ont. (Investigating Officer: A. B. Whitfield).

10. Line Drivers, Warehousemen, Pick-up Men & Dockmen's Union, Local No. 605, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers employed by Zenith Transport Ltd., Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

Requests for Review under Section 61 (2) Received

1. Request by North American Van Lines (Atlantic) Limited for review of the certificate issued by the Board on October 2, 1961 to the Teamsters, Chauffeurs, Warehousemen and Helpers Union, Local 927, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1961, p. 1147).

2. Request for review of the certificate issued by the Board on June 9, 1961,

affecting the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, General Truck Drivers Union, Local 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, applicants, and St. Johns (Iberville) Transport Ltd., Iberville, Que., respondent (L.G., Aug. 1961, p. 794).

3. Request for review of certificate issued by the Board on November 10, 1955, affecting the International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, applicant, and Atlantic Broadcasters Ltd., Antigonish, N.S., respondent (L.G. 1956, p. 74).

Applications for Certification Withdrawn

1. Seafarers' International Union of Canada, applicant, and Eagle Shipping and Investment Co. Ltd., Hamilton, Bermuda, respondent (unlicensed personnel) (L.G., Oct. 1961, p. 1037).

Complaint under Section 43 of Act Received

The Minister of Labour referred to the Board a complaint made by the Vancouver-New Westminster Newspaper Guild, Local 115, American Newspaper Guild, alleging that the Vantel Broadcasting Co., Ltd., Vancouver, B.C., had failed to bargain collectively (L.G., Aug. 1961, p. 794).

Conciliation and Other Proceedings before the Minister of Labour

Conciliation Officers Appointed

During November, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. British Columbia Towboat Owners' Association, Vancouver, and Marine Engineers, Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

2. British Columbia Towboat Owners' Association, Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

3. Canadian Freightways Limited, Calgary, Alta., and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

4. Motor Transport Industrial Relations Bureau, Toronto (representing 47 companies within federal jurisdiction) and Locals 879, 880 and 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

5. Soo-Security Motorways Limited, Winnipeg, and Local 979 of the International Brotherhood of Teamsters, Chauffers, Warehousemen and Helpers of America (Conciliation Officer: J. S. Gunn).

Settlements Reported by Conciliation Officers

1. Canadian Pacific Railway Company (Merchandise Services Department) and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough) (L.G., Dec., p. 1269).

2. Upper Lakes Shipping Limited (Grain Elevator Division), Goderich, Ont., and Local 23736 of the Canadian Labour Congress (Conciliation Officer: T. B. McRae) (L.G., Dec., p. 1269).

3. Gill Interprovincial Lines Limited, Vancouver, B.C., and Local 605 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of American (Conciliation Officer: G. R. Currie) (L.G., Nov., p. 1150).

4. Trans-Canada Air Lines, Montreal, and Trans-Canada Air Lines Sales Employees Association (Conciliation Officer: Rémi Duquette) (L.G., Oct., p. 1040).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in October to deal with a dispute between Frontenac Broadcasting Company (CKWS-TV) Kingston, Ont., and International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada (L.G., Dec., p. 1270) was fully constituted in October with the appointment of His Honour Judge W. S. Lane, Picton, Ont., as Chairman. Judge Lane was appointed on the joint recommendation of the other two members, D. G. Cunningham, Q.C., and Frank Quaife, both of Kingston, who were previously appointed on the nomination of the company and union, respectively.

2. The Board of Conciliation and Investigation established in October to deal with a dispute between Dominion Steel and Coal Corporation, Ltd., Dominion Shipping Division, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Dec., p. 1270) was fully constituted in November with the appointment of G. D. LaViolette, of Montreal, as Chairman. Mr. LaViolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Raymond Caron, Q.C., and Roderick Hayes, both of Montreal, who were previously appointed on the nomination of the company and union, respectively.

Conciliation Board Reports Received

1. H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov., p. 1151). The text of the report is reproduced below.

2. The Commercial Cable Company, and Seafarers' International Union of Canada, *S.S. Cable Guardian* (unlicensed personnel) (licensed engineers) (L.G., Nov., p. 1151). The text of the report is reproduced below.

3. Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and Seafarers' International Union of Canada (L.G., Nov., p. 1151). The text of the report is reproduced below.

4. Federal Commerce and Navigation Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Aug., p. 797). The text of the report is reproduced below.

5. Motor Transport Industrial Relations Bureau, Toronto, (representing certain companies within federal jurisdiction) and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov., p. 1151). The text of the report is reproduced below.

Settlement Reached after Board Procedure

H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above).

Report of Board in Dispute between

H. W. Bacon Limited, Toronto

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

The Conciliation Board—S. E. Dinsdale, Employer Nominee, Paul Siren, Union Nominee, and R. G. Geddes, Chairman—met with the representatives of the parties at the King Edward Hotel, Toronto, Ont.

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between H. W. Bacon Limited, Toronto, and Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the chairmanship of R. G. Geddes of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, S. E. Dinsdale and Paul Siren, both of Toronto, nominees of the company and union, respectively.

The Report was signed by all three members but has attached to it addenda submitted by Mr. Dinsdale and Mr. Siren.

The Report and addenda are reproduced here.

Present for the company were: W. J. Whittaker, counsel, and H. E. Bacon, R. Lienhart and R. McDowell, committee.

Present for the union were: Jack Robinson, spokesman, and Bud Bodkin, Ed Hawkshaw, George Hatzincolaou, W. Knight, F. W. Green, A. Bragan, A. Bell, and C. Johnston, committee.

Just before the establishment of the federal board, an Ontario conciliation board had been set up to deal with a dispute between these parties concerning a bargaining unit composed of the employees in the Cartage Division of the company. The provincial board had the same members and the committees of the parties were made up of the same individuals. These federal negotiations were concentrated on the federal problems but overlapped to some extent. The attempts to settle the two disputes were co-ordinated.

The federal negotiations lasted throughout the night and the meetings adjourned

only after the Board became convinced that nothing further could be done and agreement at the Board level was not possible.

In the late hours the Chairman of the Conciliation Board made recommendations on each matter left in dispute to both parties. In some of these recommendations he was joined by the company nominee and the union nominee dissented, and in others the union nominee agreed and the company nominee did not.

There has been no significant change in the Chairman's attitude on any of the issues and the recommendations made to the parties at the hearings now become the Board's recommendations if one or the other or both of the side members will concur.

If neither member will join in a Board Report, these recommendations are those of the Chairman.

The recommendations are as follows:

Term—From June 1, 1961 to May 31, 1963. (Alternative provided in Article 13.01 if parties agree upon a three-year term.)

Article 1.01—*To read as follows:* The Company recognizes the Union as the exclusive Collective Bargaining Agency for all employees in its Mail Division employed at and working out of Toronto, save and except foremen, supervisors and other persons above the rank of foreman, office staff, employees classified in its Cartage Division and Garage employees.

Part-time personnel employed on the afternoon mail pick-up for not more than twenty hours per week are excluded but the Company agrees to pay them the same rate paid regular employees doing the same work.

Article 1.04 (new Section)—*To read as follows*: No work will be performed by Supervisory Employees who are outside the Bargaining Unit or by Office Staff when such performance will displace Bargaining Unit Employees who are at work during their regular working hours and who are willing and able to perform the work.

This provision shall not be used by the Company to deprive employees of overtime. The Company, however, shall not be required to call employees in to work overtime under this section when the duration of the work required or other consideration makes it impractical for the Company so to do.

Article 1.05 (New Section)—*To read as follows*: No part-time employee will be retained when a regular Postal Division employee is on short time or on layoff.

Article 7.02—(New Section)—*To read as follows:* During the term of this agreement, the Company agrees that it will only penalize an employee for an activity relating to a strike, slowdown or suspension of work if such activity is in violation of the federal labour or postal laws.

The parties agree that an arbitration board established under this agreement is competent to decide if the activity of an employee is or is not in violation of the federal labour or postal laws.

Article 8.10—This section to be deleted in its entirety.

Article 11.05—*Re-write as follows:* If a paid statutory holiday falls within an employee's vacation period he will be granted another day at a time mutually satisfactory to the Company and the employee, or a day's pay in lieu thereof. However, if an employee who has been at work within seven calendar days prior to the beginning of his vacation period is absent the Saturday immediately before the beginning of his vacation for any reason other than sickness proved to the Company's satisfaction, he shall be fined $20.00 in addition to losing pay for the hours absent.

Article 12.01—*Re-write as follows:* Effective (insert date of signing) the Company agrees to pay time and one-half employees' regular rates for authorized work performed in excess of nine (9) hours per day and forty-five (45) hours per week.

Article 12.02—*Re-write as follows:* The Company from time to time will establish schedules of working hours which will be as beneficial as is reasonable to the employees subject to the requirements put on the Company by its contract with the Postal Department. Before establishing schedules of working hours the Company will consult with the Union Committee.

Article 12.03 (New Section)—*To read as follows*: The Company agrees that when assigning overtime work it will give preference to senior employees within the section who are qualified and available to perform the work to be done.

Article 13.01—*Wage Rates*—Raise wages for all employees as follows:

(1) Effective beginning of pay period following signature 10¢ per hour, (2) Effective December 1, 1961, 05¢ per hour, (3) Effective June 1, 1962, 05¢ per hour, (4) Effective December 1, 1962, 05¢ per hour.

The Company to pay to employees on the payroll on the date of signature an amount in lieu of all retroactivity equal to 10¢ per hour for all hours worked between June 1, 1961 and the beginning of the pay period following date of signing.

The Conciliation Board believes that both parties would prefer a three-year agreement but in the final hours of the hearings turned to discussions of a two-year contract because they were closer to agreement with a two-year extension.

The Conciliation Board also believes that a three-year agreement is preferable, to expire on May 31, 1964.

If the parties decide to make a three-year agreement, the Board recommends the following wage increases:

(1) Effective beginning of pay period following signature 10¢ per hour, (2) Effective December 1, 1961, 5¢ per hour, (3) Effective June 1, 1962, 5¢ per hour, (4) Effective December 1, 1962, 5¢ per hour, (5) Effective June 1, 1963, 5¢ per hour, (6) Effective December 1, 1963, 5¢ per hour.

If the parties decide on a three-year agreement the Board recommends the same retroactivity, the same welfare, the same vacations, the same statutory holidays, and the same settlement on all other monetary as well as non-monetary matters as recommended in the Report.

Article 14.01—*Amend* to provide that the Company pays an additional $4.00 per month for a total of $12.00 per month to the Ontario Teamsters Welfare Fund for each regular company employee.

Article 16.07—In addition to the arrangements to provide work clothing already conceded by the Company, the Board recommends that the Company pay one half of the cost of three-quarter-length jackets for the employees; jackets to be replaced at intervals decided by the parties.

Article 17.01—Amend to establish union shop provisions.

General:

(a) Some re-numbering of Articles and Sections may be necessary.

(b) The parties have agreed to preferential treatment for a reasonable number of union stewards to avoid layoff. The Board recommends that provisions be introduced into the collective agreement to cover this understanding.

(c) Both before the Conciliation Board was established and during the Board's hearings the parties agreed upon other matters. The Conciliation Board recommends that all agreements reached by the parties be confirmed and introduced into the collective agreement.

(d) The Board recommends that all provisions not agreed by the parties and not mentioned in this Report remain as in previous agreement.

All of which is respectfully submitted,

(*Sgd.*) R. G. GEDDES,
Chairman.

(*Sgd.*) S. E. DINSDALE,
Member.

(*Sgd.*) PAUL SIREN,
Member.

Toronto, Ontario, October 17, 1961.

ADDENDUM OF COMPANY NOMINEE

I concur in the foregoing report of this Board of Conciliation, subject to the following reservations.

I wish to note my disagreement with certain principles in some of the recommendations set forth by the Chairman.

The first item to which I refer is the proposed Article 1.04. I cannot agree with the principle of this clause, which deprives management of its freedom to assign work in the most efficient manner. In my view, the entire principle of such a clause is wrong, but I wish to emphasize particular disagreement with that portion of the recommendation which would require the Company to call employees back to work overtime in certain circumstances, rather than use superivsory employees already available. This introduces an inefficiency, that is not in the long-run best interests of the employer, the employees or the Union. In addition to this, there remains unresolved between the parties, the Union's demand for a minimum recall allowance of four hours' pay. The two items can prove very costly.

In regard to the recommendation under Article 1.05, I would observe only that such a provision may raise untold difficulties in administration. It is my view that the application of this clause should be limited to instances where regular employees are on layoff.

The next item I raise is that contained under the heading Article 7.02, relating to the Company's freedom to penalize an employee during the term of the agreement for an activity relating to a strike, slowdown or suspension of work. I understand and appreciate that the Chairman is endeavouring to assist the parties around a most difficult issue in making this recommendation, but I must record my disagreement with any provision that restricts the Company in having its employees carry out its work as this suggested clause might well do. Bearing in mind that the labour laws do not deal with such matters as criminal restriction, etc., such a provision as this could amount to a contractual commitment not to take appropriate action as a result of such activities.

This recommendation goes far beyond what the Company should be expected to do to resolve a collective agreement.

I disagree vigorously with the recommendation that the agreement contain a "union shop provision". The principle of the union shop is vicious in my view, in that it effectively deprives employees of "freedom of association" which is supposed to be their right under our laws. I could not, in any circumstances, recommend to this Company that it agree to a provision whereby its employees must become and remain members of the Teamsters union in order to keep their jobs.

All of which is respectfully submitted.

Dated at Toronto this 28th day of October, 1961.

(*Sgd.*) STANLEY E. DINSDALE,
Member.

ADDENDUM OF UNION NOMINEE

While I have joined the Chairman of the Board of Conciliation in the report in the main, I wish to clarify and differentiate my findings and recommendations in the following manner:

Article 1.04 (New Section)—I disagree with the last sentence of the second paragraph of the Chairman's report. In my judgment this sentence destroys the intent of the section.

Article 7.02 (New Section)—I recommend that this clause read as follows: "The Company agrees that it will not discipline, suspend or discharge any employee for his refusal to cross a picket line." This matter is entirely within the competence of the employer and is not related to any statutory or legal requirement.

Article 11.05—I disagree with the last sentence of the report as it relates to this Article. The recommendation exceeds any request of the Company and I consider the introduction of the suggested penalty of $20.00 referred to in the report as being extraneous to any discussion or consideration held by either party during the meetings of the Board. I would recommend the first sentence of the report as it relates to Article 11.05.

Article 12.02—I recommend the following language for this section: "The hours of work, including starting and quitting times shall be agreed upon between the Company and the Union. There will be no change in such hours of work, except when such change is agreed to by the Company and Union, or in the event the Postal Department of the Dominion Government requires a change in working hours to meet its commitments, at which time the Union shall be advised and the matter discussed with a view to achieve the most suitable hours of work for all concerned."

Article 13.01—Wage Rates.—In the absence of specific consideration by the parties of wage increases in the event of a three-year agreement, I would refrain from this recommendation.

Article 14.01.—I recommend that the $12.00 contribution by the Company for each employee be effective on October 1, 1961, which I understand to be the renewal date of the welfare plan.

All of which is respectfully submitted.

(*Sgd.*) PAUL SIREN,
Member.

Toronto, Ontario.
October 28, 1961.

Report of Board in Dispute Between

The Commercial Cable Company
and
Seafarers' International Union of Canada

In the matter of a dispute between The Commercial Cable Company (SS *Cable Guardian*) (unlicensed personnel) and The Commercial Cable Company (SS *Cable Guardian*) (licensed engineers), and the Seafarers' International Union of Canada: a Board of Conciliation and Investigation was appointed on August 21, 1961, to endeavour to bring about agreement between the parties to said dispute. On September 20, 1961, the members of the Board were appointed: Errol K. McDougall, Q.C., for the Company; Jean C. Larivière, for the union; and G. D. LaViolette, Chairman. The documents pertinent to the litigation were received at the offices of the Chairman on September 26, 1961.

A—The Demands

1. For the Unlicensed Personnel

A series of demands made by the Union as proposed amendments, additions, and

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of Canada and The Commercial Cable Company.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Errol K. McDougall, Q.C., and Jean G. Larivière, both of Montreal, nominee of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the Report of the Board, was submitted by the Chairman and Mr. McDougall. The minority report was submitted by Mr. Larivière.

The majority and minority reports are reproduced here.

revision of the Agreement expired June 30, 1961, filed with the Board as Exhibit "A", covering the following items:

Wage Increase,
Overtime,
Hours of Work,
Temporary Promotions,
Statutory Holidays,
Shore Leave,
Marine Disaster,
Welfare Plan,
Meals and Coffee Time,
Deck Department,
Engine Department, and
Stewards Department.

The number of employees involved is 55.

2. For the Licensed Division

The Union was certified for this Division by the Canada Labour Relations Board on May 4, 1961. As there is no contract in force, it has submitted a proposal in the form of an Agreement which has been filed with the Board as Exhibit "B". This Agreement includes a preamble, and a number of clauses covering:

General Purpose of the Agreement,
Recognition,
Strikes and Lockouts,
Employment,
Conditions of Employment,
Deduction of Union Dues,
Promotions,
Character of Work,
Hours of Work,
Rates of Pay,
Security Watches,
Annual Holidays,
Stand-by Wages,
Transfers between Vessels,
Holidays,
Conditions for Marine Officers in Port,
Accommodation,
Vessels out of Commission,
Repatriation,
Sick Benefits,
Welfare Plan,
Marine Disaster,
Change of Name,
Affiliation or Ownership,
Clause Paramount,
Boarding Passes,
Grievance Procedure,
Arbitration,
School Plan, and
Duration of Agreement.

The number of employees involved is 4.

Representations have been made to the Board by both parties, mainly as to the demands for the unlicensed personnel and some representation as to the Agreement for the Licensed Division. However, all conciliation efforts of the Board failed because of a very particular situation outlined hereafter.

B—Cessation of Operations

The Company has discontinued cable service repair out of Canada by any cable ship. They have found other means to carry on their business, and the ship *Cable Guardian* is no more in operation here; she has replaced the *All America* in the Panama Canal Zone, and her crew has been repatriated to Halifax on September 23 last. As of that date, the Commercial Cable Company has no cable repair ship by ownership or charter, and no crew. It therefore becomes academical to discuss conditions of a new Agreement and as well amendments to an existing Agreement, when there is no ship in service and consequently no workers in the service of the Company.

Cessation of operations or substitution of a mode of operation for another is the privilege of the Company and if it is not, the issue is not before this Board for investigation or conciliation.

C—Study of the Problem

In the first instance, for the unlicensed personnel, the contract expired on June 30, 1961; it has not been renewed. In the second instance, for the Licensed Division, there is no contract, no understanding having been reached as to the Contract presented to the Company for negotiation on June 19, 1961. The dispute for both cases is therefore submitted to the Board for investigation and conciliation.

In the first instance, the unlicensed personnel worked with a contract up to June 30, 1961, and without one up to the date of repatriation to Halifax, September 23,

1961. In the Licensed Division the personnel worked without a Contract until that same date of repatriation to Halifax, September 23, 1961.

Going over the record and checking on the representations made by the parties, it is found that, on July 6, 1961, the Company proposed to the Union a two-year agreement including an immediate 3% increase across the board and an additional 3% for the second year of the Agreement with no change in working hours, for the unlicensed personnel. The Union refused the offer and introduced the following counter-proposal: a two-year contract with an immediate increase of 5% for the first year; an additional increase of 5% for the second year, plus a reduction in working hours from 56 to 48 hours during the first year, and from 48 to 40 hours during the second year of the Agreement. This counter-proposal of the Union was turned down by the Company.

The same offer was made for the Licensed Division, and the same counter-proposal was submitted by the Union and turned down by the Company.

D—Recommendation of the Board

Due to the fact that there are no workers and no ship after September 23, 1961, operations having terminated on that date, a contract agreement becomes meaningless from a practical standpoint. Taking in consideration the period worked up to September 23rd, 1961, the Board recommends an increase of four per cent (4%) to the personnel of both the Unlicensed and Licensed Division, for the hours worked from July 1, 1961, up to termination of operations, September 23, 1961.

The recommendation of the Board is a majority decision, the Union Nominee dissenting. Mr. Jean G. Larivière, who represents the Union, will file a separate Report.

And we have signed at Montreal on this 23rd day of November 1961.

(*Sgd.*) G. C. LAVIOLETTE,
Chairman.

(*Sgd.*) ERROL K. MCDOUGALL,
Member.

MINORITY REPORT

The following is the report of J. G. Larivière Board Member.

The Board consisted of G. D. LaViolette Industrial Adviser of Montreal, as Chairman, Errol K. McDougall, Q.C., representing the Company, Jean G. Larivière representing the Union.

The sittings were held in the City of Montreal.

A very particular situation exists in the present case. The Union is the duly certified bargaining agent for the employees of the said SS *Cable Guardian.* The Company claims it has sold the SS *Cable Guardian.* However, it is my opinion that the Company has not sold but transferred the said vessel to another Company or subsidiary Company and this possibly due to the said negotiations and to avoid the effect of a labour contract.

Again in my opinion the Company is using a subterfuge to evade the effect of a labour contract and therefore my recommendation is that the demands presented by the Union be the ones awarded and they are as follows:

For the unlicensed Personnel as per appendix "A" of the Union.

1—For the Unlicensed Personnel

Wage Increase
Overtime
Hours of Work
Temporary Promotions
Statutory Holidays
Shore Leave
Marine Disaster
Welfare Plan
Meals and Coffee Time
Deck Department
Engine Department, and
Stewards Department

For the licensed Division as per appendix "B" of the Union.

2—For the Licensed Division

General Purpose of the Agreement
Recognition
Strikes and Lockouts
Employment
Conditions of Employment
Deduction of Union dues
Promotions
Character of Work
Hours of Work
Rates of Pay
Security Watches
Annual Holidays
Standby Wages
Transfers between Vessels
Holidays
Conditions for Marine Officers in Port
Accommodation
Vessels out of Commission
Repatriation
Sick Benefits
Welfare Plan
Marine Disaster
Change of Name
Affiliation or Ownership
Clause Paramount
Boarding Passes
Grievance Procedure

Arbitration
School Plan, and
Duration of Agreement

Duration of Agreement

This agreement shall remain in force for the period from the date hereof until June 1962, and shall be subject to renewal from year to year thereafter in its present form, unless written notice of desire to amend, modify or cancel any portion of any of the terms hereof is given by either party to the other within sixty (60) days prior to the expiration of any such annual period, and such modification or cancellation of any portion of or any of the terms have not been agreed upon in writing between the Company and the Seafarers' International Union of Canada.

Again it is my recommendation that this award be for a period of one year in accordance to law and that such an attempt to evade a labour contract be made impossible in order to maintain our labour laws and practices and also to protect our Canadian economy for the future.

The whole respectfully submitted,

(*Sgd.*) JEAN G. LARIVIÈRE,
Member.

Montreal, November 27th, 1961.

Report of Board in Dispute between

Quebec Paper Sales and Transportation Company Limited

and

Seafarers' International Union of North America

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between Quebec Paper Sales and Transportation Company Limited, Donnacona, Que., and the Seafarers' International Union of North America, Canadian District.

The Board was under the chairmanship of G. D. LaViolette of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Marcel Bélanger, C.A., Quebec City, and Jean G. Larivière, Montreal, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act, constitutes the Report of the Board, was submitted by the Chairman and Mr. Bélanger. The minority report was submitted by Mr. Larivière.

The majority and minority Reports are reproduced here.

The Dispute

The Company made a proposal to the Union on May 11, 1961, and confirmed same by letter the following day. In this proposal, the Company's offer is as follows:

1. *Term of Agreement*: A three-year Contract;

2. *Wages*: A general wage increase to licensed and unlicensed personnel of three per cent (3%) of present wages in each of the years 1961, 1962 and 1963;

3. *Compensation Payment for Wages on Statutory Holidays*: Delete St-Jean-Baptiste and All-Saints' Day and substitute therefore Christmas and New Year's Day. A flat payment to personnel who work for a full two (2) watches on statutory holidays, as follows:

Sailors and Cooks	$3.00 per holiday
Assistant Engineers	$4.00 per holiday
Mates	$4.00 per holiday
Chief Engineers	$5.00 per holiday

4. *Vacation Pay*: (a) An employee who is discharged for cause or who quits during the navigation season shall be paid vacation pay in accordance with the Annual Vacations' Act, Chapter 24, Statutes of Canada, 1958; (b) Vacation pay shall be remitted to the SIU Vacation Pay Fund.

The Union flatly refused to discuss the Company's offer unless the Company accepted to provide for the limitation of weekly and daily working hours. This the Company refused to do and the matter was deadlocked in negotiations and, as well, in conciliation. No change of attitude has taken place since, in spite of our efforts to conciliate the dispute. The Union is adamant on this point of limitation of weekly and daily working hours.

Previous Reference

This matter of limitation of weekly and daily working hours is not a new one. It was dealt with very particularly, on July 13, 1956, in a report made to the Honourable Minister of Labour, covering demands made by the Union and submitted to a Board of Conciliation and Investigation presided over by Honourable Judge Paul E. Côté, through

the following award: The Chairman and the union nominee were in agreement as to a general increase of $75 per month to the unlicensed personnel for the current season, and an additional 10-per-cent increase for the 1957 season, on the basis of a 7-day, 8 hours a day, work week, and that an overtime premium payment of 42 cents an hour be paid to each man for work performed beyond the regular time. The Company nominee dissenting.

In post-Board negotiations a settlement was reached between the parties on the basis of $100 per month, the additional $25 being in lieu of the award recommendation of 10 per cent in 1957, and the overtime recommendation. Through that particular settlement, the limitation of weekly and daily working hours was disposed of to the satisfaction of both parties.

On July 31, 1958, another report was made by a Board of Conciliation and Investigation under the chairmanship of Mr. H. Carl Goldenberg, Q.C., and this same question of limitation of working hours daily and weekly was again one of the demands of the Union. The Board made a very thorough study of the problem and their findings are worth noting as being relevant to the present case. We quote:

1. *Hours of Work*

The Union demands a normal work week of five days of eight hours each, Monday through Friday, and compensatory payment for all hours worked in excess of forty hours per week. The Employers submit that the nature of their operation makes it physically impossible to inaugurate a regular forty hour week. Since neither party was prepared to recede from its position, the door was closed to discussion of an alternative basis.

Having considered the representations of the parties, the Board finds that the industry is a seasonal one having some seven months of the year in which navigation can be safely conducted, and that it appears to be impossible for an owner to schedule his operation in such a way to reproduce conditions of shore employment to which a 5-day 40-hour week can be effectively applied. The Board has sought a solution to this problem but has failed to find any.

Considering the foregoing, the Board finds that it cannot approve the Union's demand. However, since the employees, owing to the nature of the employment which they have voluntarily chosen, are not in a position to enjoy some of the benefits available to employees in other industries, the Board is of the opinion that they are entitled to a compensatory payment in lieu thereof. Accordingly, the Board recommends as follows: "All employees covered by the agreement between the parties shall be entitled to receive 21 days' basic pay in lieu of vacation, instead of 14 days as provided in clause 8 of the last agreement, and that for shorter periods of service they shall receive a *pro rata* payment."

The above award is a *unanimous* decision of the Board.

On the question of wages the Board awarded an increase of 5%, retroactive to the beginning of the 1958 navigation season, and 4% additional at the beginning of the 1959 navigation season. The Employers' representative dissented from this recommendation.

In post-Board negotiations settlement was reached on the basis of a three-year agreement with a general wage increase of 5% in 1958 and 5% in 1959, an additional 1% above the Board's wage recommendation, in lieu of a change in vacation benefits. This change in vacation benefits was an indemnity awarded due to the impossibility of regulating daily and weekly hours. Again, in the post-Board settlement, this question of limitation of working hours was exchanged for a wage increase and disposed of to the satisfaction of both parties.

It is to be noted that in the first award on this question of limitation of hours, the decision was a majority decision: the chairman, Honourable Judge Paul E. Côté, and the Union nominee, Mr. Louis Laberge. The Company nominee, Mr. Marcel Bélanger, C.A., dissenting. In the second and *subsequent* award on this same subject of limitation of hours, the decision was *unanimous*: the Chairman, Mr. H. Carl Goldenberg, Q.C., the Union nominee, Mr. Bernard Boulanger, and the Company nominee, Mr. Marcel Bélanger, C.A.

Our Study of the Problem

This problem of working hours is again before us. Both parties have submitted elaborate memorandums outlining in detail their case, and the arguments put forward by each of them at the hearings have been closely studied. The memorandum of the Union is highly informative, very interesting indeed, but a good part of it has to be discounted, as it presupposes that the Company has pleaded "inability to pay" in the sense that "it has no funds to pay for Union demands." This is not a fact. The Company has plainly stated that the operation of the ships is an economic problem; if costs are raised to a point where it becomes more economical to use rail or truck, or a combination of both (or even a "goellette"), it may do so.

The Union claims this is a threat, and that it does not need to be given credence. Their claim is somewhat correct; if it is not a threat, at least it is a very direct warning, and the Union is perfectly free to believe or not that it may be implemented. However, threat or warning, it is based on economic factors relevant to the business carried on.

Situations which impel substituting a form of operation for another are common occurrence, automation for instance. Unfortunately, it is disturbing to some and the problem is how to cushion off its effects. But from a practical standpoint, when such radical changes are applied whether as a threat, a warning or otherwise, the results are the same. In this particular instance, who can stop the Company from deciding at what point it shall discontinue a deficit operation?

In the memorandum of the Union we find, on pages 3 and 4, the following:

> In assessing the impact of these facts it is a duty upon the Board to consider that these employees are not in a position to obtain cheaper expenses in the form of rents, groceries, fuel bills, clothing, etc. The economy of Quebec cannot and will not adjust itself to the wages of the employees of Quebec Paper Sales & Transportation Company, Limited, in Donnacona, Quebec, or any other place, rather the employees and to that extent the employer are bound to provide wages which will fit the obligations of the economy.
>
> The employees approach the coming contractual period with foreboding. Because the issues to be resolved are not issues of prestige, pecuniary advantage for skills but are instead those basic issues of a roof overhead, warm clothing and food for the families involved.

The above are high sounding words and we believe it is correct to say "gross exaggeration." If the offer of the Company was acepted, a sailor on the Company's boats, a man who is not required to know how to read or write and who can learn his trade in an hour or so, would earn $303.84 a month for the navigation season now practically finished, plus free board. That is a fair wage for such qualifications in the Province of Quebec, and even in the Dominion of Canada.

True, it may be argued that it is not the correct wage of the occupation or that the worker wants more, a legitimate aspiration, but when it comes to a living wage, this particular man earns a monthly salary which compares favourably with the average monthly wage paid to all workers engaged in industry, in the Province of Quebec and even in the Dominion. A good many industries pay less and few others pay more. Also the wage structure varies from province to province; British Columbia, for instance, has a high monthly average, and Nova Scotia, a low one.

To be fair with the Union, it must be stated that a monthly wage comparison is not acceptable to them unless it is based on the number of hours worked. In other words, the Union is *particularly* interested in what the man in his occupation earns per hour; this is their gauge. We will have something to say on this subject later on.

The record of negotiations from the start is a pattern from which the Union has refused to budge. This pattern is: you must accept to discuss limitation of working hours, otherwise all further discussion is useless. This attitude does not check with the statement of the Union on page 4 of their brief, which reads as follows: "The employees approach the coming contractual period with foreboding. Because the issues to be resolved are not issues of prestige, pecuniary advantage for skills but are instead those basic issues of a roof overhead, warm clothing and food for the families involved."

It is obvious that no negotiations have taken place yet on that basis.

On pages 7 and 8 of the memorandum of the Union, comparisons are made for a deck hand working for the St. Charles Transportation Co. Ltd., and one for Quebec Paper Sales and Transportation Co. Ltd., for 1958, 1959 and 1960. *But,* in 1958 the Union signed a three-year agreement with "Quebec Paper" providing for specific wages at specific dates. Surely the agreement was satisfactory to both parties and the matter, up to 1960 inclusively, was thus disposed of. Why, therefore, the comparisons for 1958, 1959 and 1960?

The Big Argument

The Union insists that a sailor is a sailor, no matter on what class of boat he is operating. They demand that the personnel on the "Quebec Paper" boats be subject to the same working conditions and wages as those of the lake boats. From the Union standpoint, sailors on both ships perform the same operation and there is no reason why one should work 8 hours a day and the other 12, and why one should get wages of so much, and the other less. Hence the standard that *should* apply is that of the lakers.

The Company operates five vessels: three carrying newsprint from Donnacona to New York and two, pulp from Sault-au-Mouton and Bersimis to Donnacona. 17 men are involved (unlicensed personnel).

Prior to 1959, seven vessels, were used, and three others leased from the Davies Transportation Company Limited on the Chambly Canal Run. In 1959 the Company disposed of two of its pulp vessels and at the end of the 1960 sailing season, dispensed with the services of the Davies Transportation Co. vessels. This record shows a declining operation. As a matter of fact, the Company claims it is a marginal operation and the Union has accepted this fact.

Now the question: Should these men work on a three-watch system (8 hours a day) and be paid the same wages as the men on the lake ships? This, on the basis that they perform a similar operation and that there is no reason to make of them second class men or men of an inferior class, as far as working conditions and wages apply? The Union's answer: same conditions and wages as the lake ships.

The Board has considered the arguments submitted as to this demand, and it finds that working conditions on the "Quebec Paper" boats are very different from those on the lakers. For instance:

On the "Quebec Paper" boats:

—A sailor does not need to read or write;

—The cook does not need to read or write;

—A sailor has nothing to do with loading or unloading;

—A sailor has a continuous operation for three days (72 hours) at a time, at the most, for the newsprint ships, as the trip between New York and Donnacona is about 65 hours; or

—A sailor has a continuous operation for one day (24 hours) at a time, at the most, for the pulp ships, as the trip between Sault-au-Mouton or Bersimis, and Donnasona is about 23 hours;

—A sailor is not on a captive ship, in fact has lots of free time; the period of navigation is about 7½ months.

On a laker:

—A sailor must have an average education;

—The cook must know how to read and write;

—A sailor must attend to loading and unloading at any day, or at night;

—A sailor has a continuous seven-day operation;

—A sailor is on a captive ship for a period of about nine months.

On the "Quebec Paper" boats they have a problem of tide, which means inactivity for the ship. Only in exceptional circumstances would there be such a problem for the laker.

On the problem of hours:

The Union complains bitterly of the fact that a sailor on the "Quebec Paper" boats has a work-day of 12 hours and a work week of 84. This in contrast with the lakers, where the work-day is eight hours and the work week, 40 hours. This is correct up to a point only.

The season on the "Quebec Paper" boats is about 7½ months, or about 225 days. During the season the newsprint ships make 19 trips to New York, practically 6 days go and return, which means navigating for 114 days. The pulp ships make 50 trips to Sault-au-Mouton or Bersimis, practically two days go and return, which means navigating for about 100 days. The rest of the time the ships are idle in port either at Donnacona, New York, Sault-au-Mouton or Bersimis. So that the personnel has *considerable* free time and moreover, has the opportunity to be home very often, as this personnel is recruited in the vicinity of Donnacona. As a rule, they are recommended by the Captain and very often related to each other.

On a lake ship they have continuous operation for seven days, whilst on the "Quebec Paper" boats continuous operation is at the most three days, plus those hours which one person or the other may make when required to stay on when the ship is in port. And this they can rotate amongst themselves. It is possible that 84 hours *may* be worked in one week but—not very often.

If the "Quebec Paper" boats were to operate as the lakers, on the three-watch system, they would need additional personnel and they have no room for it on the ships. It is a physical impossibility.

The job has some appeal to most of those engaged in the service. If we look over the seniority list, we find that in the unlicensed personnel the years of service are from 1 to 13, and in the licensed personnel from 1 to 34.

Moreover, in the present arbitration and as well in the previous two arbitrations, the Board understands that never at any time did the Union bring a man or men serving on those ships as witnesses to confirm the complaints now made on hours of work, or anything else. This the Union is not obliged to do; it may carry on its case as it sees fit, but in a number of arbitrations I as Chairman am conversant with, such a procedure has been followed by the Union involved.

In the two arbitrations referred to previously in this Report, this same question of limitation of working hours has been traded for an increase in wages. The problem is, as was mentioned at the hearings, how often must it be traded That is something to be noted in the present investigation.

Conclusion

Summing up what has been outlined heretofore and other facts submitted, relevant to the problem now under study,

such as the nature of the business and its financial return, the Board rejects the demand of the Union for an 8-hour day and 40-hour week and overtime after, and recommends the offer made by the Company to the Union on May 11, 1961, confirmed by letter the following day, as detailed on page 1 of the present Report, under the heading "The Dispute". This offer covers four points:

1. Term of agreement;
2. Wages;
3. Compensatory payment for work on statutory holidays; and
4. Vacation pay.

This recommendation of the Board is a majority decision: the Chairman and the Member representing the Company. The Member representing the Union is dissident. Mr. Jean G. Larivière, representing the Union, will file a separate Report.

AND WE HAVE SIGNED:

On this 16th day of November 1961, in Montreal, Quebec.

(*Sgd.*) G. D. LAVIOLETTE,
Chairman.

On this 18th day of November 1961, in Quebec, Que.

(*Sgd.*) MARCEL BÉLANGER, C.A.,
Member.

MINORITY REPORT

For the following reason I find it impossible to agree with the Company's argument or that of my two colleagues on the Board (that hours of service can't be established for the vessels subject in these proceedings). Hours of work in all industries that I am aware of are regulated to a certain degree and *due to this most important reason* it is impossible for me to make any other recommendations than those following:

8. Vacation Pay

(a) An employee shall be entitled to receive fourteen (14) days' pay (in lieu of vacation), provided he serves continuously aboard ship from the time of Spring fit-out to the completion of lay-up in the Fall, or has been absent for reasons satisfactory to the Master.

(b) For shorter periods of service all employees shall receive a *pro rata* payment for each day of service on the basis of fourteen (14) days' pay for 270 days' service, or 14/270ths of the basic daily rate for each day of service as set out in the Vacation Pay column in paragraph 18 of this agreement.

(c) The Company shall remit the vacation pay of its employees to the SIU Vacation Pay Fund once each month. The basis for payment shall be fourteen (14) days' par for 270 days' service or 14/270ths of the basic daily rate for each payroll day.

Employees shall be paid vacation pay at any time through the offices of the Union upon documentary evidence of days on the company payroll.

10. Statutory Holidays

The Company agrees to recognize the following holidays:

1. New Year's Day
2. Good Friday
3. Dominion Day
4. Queen's Birthday
5. Labour Day
6. Remembrance Day
7. Thanksgiving Day
8. Christmas Day

In the event that any of the foregoing holidays falls on a Sunday, the following Monday will be observed as the holiday. When the vessel is on the run the work performed on a holiday shall be that usually performed on a Sunday. It is agreed that as of the date of signing, statutory holidays will be paid to the termination of the contract at the same rate as now paid for Sunday work, and in the case of a statutory holiday falling on a Saturday or a Sunday, the following Monday will be celebrated and paid for as the statutory holiday, providing of course that in all cases of statutory holiday pay the employee does actually work. If the employee does not work on a statutory holiday, he will receive his usual daily wage.

17. Tank Cleaning

When employees are required to clean tanks, those on duty shall be paid overtime at the regular overtime rate, and those off duty shall receive time and one-half thereof for the same work. Additionally, employees entering fresh water tanks for the purpose of cleaning shall receive the same pay as above.

18. Schedule of Monthly Wages

The scale of wages in effect during the term of this contract from December 1, 1960 to November 30, 1961, is as follows:

				VACATION	
	Per 30 day Month	Per Day	Overtime Per hour	Based on 270 days maximum	Per Day
Sailors—$329.00	$10.96	$1.85	$153.44	.57	
Cooks—$465.96	$15.54	$2.32	$217.56	.82	

19. Hours of Work (48-hour week)
(44-hour week)

It is agreed that the normal work week shall be of six (6) days of eight (8)-hours per day, Monday through Saturday, until the completion of lay-up for the 1960 season. At the commencement of fit-out for the 1961 season the normal work week shall be of five and one-half (5½) days of eight (8) hours per day, Monday through Friday, and four (4) hours on Saturday. In consideration of the fact that the operation of a ship may necessitate men working in excess of the normal work week of forty-eight (48) hours, or of forty-four (44) hours, there shall be paid to those whose normal work exceeds the same, compensatory payments as set out in Schedule "A" of this agreement on the basis of time and one-half the basic daily rate; providing always that when work on a Saturday or Sunday exceeds eight (8) hours, employees shall be paid the regular overtime rate for work exceeding their regular eight (8) hours.

(a) The regular hours of work for deckhands shall be eight (8) hours per day during each day of the calendar month. Such regular hours may be worked on Monday through Friday in a spread of sixteen (16) hours from 8:00 a.m. to 12:00 midnight. On Saturdays and Sundays the regular hours shall be worked between 8:00 a.m. and 5:00 p.m.

(b) The regular hours of work for cooks, second cooks, messmen and porters shall be eight (8) hours during each day of the calendar month in a spread of twelve (12) hours as determined by the Master from time to time.

(c) The regular hours of work for all other employees shall be eight (8) hours during each day of the calendar month on a three (3) watch system so that four (4) hours on watch shall be followed by eight (8) hours off watch, except where in the Master's or Chief Engineer's discretion it is deemed advisable to break watches while the vessel is in port, anchored, or not otherwise underway. When watches are so broken and "day work" is undertaken, the hours shall be 8:00 a.m. to 5:00 p.m., no employee shall be called upon to work for more than eight (8) hours during such day without payment of overtime, taking into consideration watches which he has stood before "day work" commenced or which he will stand after completion of "day work".

(d) Should an employee fail to report at his regular post at the beginning of his watch, his mate on the preceding watch shall remain at his post until a substitute is secured, and if necessary he shall work the extra watch for which he shall be paid for the extra time worked at the regular basic rate of wages at the expense of the missing employee.

(e) When a vessel sails without full complement, wages of the absent members shall be divided among the men who must perform the work of the absent member at the regular basic rate of wages only.

(f) When men standing sea watches are promoted for the purpose of replacing men who are injured, sick or absent, they shall receive the differential in pay while so acting.

(g) For the purpose of this agreement, between the hours of 8:00 a.m. Saturday and 8:00 a.m. Monday, and between 6:00 p.m. and 8:00 a.m. weekdays, all ratings shall perform only their routine operational duties. During these periods operational duties shall not include chipping, scraping, scaling and painting.

Whenever possible, and the vessel is in port, Sunday shall be given off.

Every consideration shall be given unlicensed personnel in requests for time off in port for the purpose of obtaining medical care, legal counsel or necessaries of life.

20. Overtime and Overtime Payments

Overtime rates per hour for chief cooks, boatswains, wheelsmen, able seamen, electricians, crane operators, pumpmen, cargo operators, scrapermen, head tunnelmen, and oilers shall be $2.32 per hour. All other classifications in this agreement shall receive $1.85 per overtime hour.

Overtime shall be paid on the basis of the foregoing rates for work performed beyond the regular hours of work for the respective classifications as defined in Article 19 hereof, except as provided in Article 9 (b) and (c) hereof.

(a) An employee who is not on regular duty when called for overtime work shall be allowed fifteen (15) minutes in which to dress.

(b) An employee performing overtime work which ceases before the expiration of one (1) hour shall nevertheless be credited with one (1) hour's overtime.

(c) After the first hour of overtime each further period of one-half (½) hour shall entitle the employee to one-half (½) the hourly overtime rate.

(d) When men are called out to work on overtime and then "knocked off" for less than two (2) hours, excepting where a man is recalled for his regular duties, overtime shall be paid straight through.

(e) At the completion of any overtime work the employee and the officer in charge shall both sign duplicate overtime sheets,

recording the duration of such work, which shall be countersigned and approved by the Master. One (1) copy of the sheet shall be given the employee and the other retained by the Master.

25. Welfare Plan

The Company agrees to continue welfare contributions of twenty cents (.20) per man per day, under the existing welfare plan.

26. Duration of Agreement

This agreement shall remain in force for a period from December 1, 1960 until November 30, 1961, and shall be subject to renewal from year to year thereafter in its present form, unless written notice of desire to amend, modify or cancel any portion of any of the terms hereof is given by either party to the other within sixty (60) days prior to the expiration of any such annual period, and such modification or cancellation of any portion of or any of the terms have not been agreed upon in writing between the parties hereto.

SCHEDULE "A"

Compensatory Rates per Hour for Saturdays, Sundays and Holidays

	Sailors	Cooks
½ hr.	.34	.48
1 hr.	.68	.97
2 hrs.	1.37	1.94
3 hrs.	2.05	2.91
4 hrs.	2.74	3.88
5 hrs.	3.42	4.85
6 hrs.	4.11	5.83
7 hrs.	4.79	6.80
8 hrs.	5.48	7.77

The whole respectfully submitted,

(*Sgd.*) JEAN LARIVIÈRE,
Member.

Montreal, November the 24th, 1961.

Report of Board in Dispute Between

Federal Commerce & Navigation Company Limited

and

Seafarers' International Union of North America

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with a dispute between the Seafarers' International Union of North America, Canadian District, and Federal Commerce & Navigation Company Limited, Montreal.

The Board was under the chairmanship of His Honour Judge René Lippé of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, A. Stuart Hyndman and Jean G. Larivière, both of Montreal, nominees of the company and union, respectively.

The Report was signed by all three members but contains the majority and minority recommendations.

The Report is reproduced here.

This is the decision of the Board constituted by the Minister of Labour on June 13, 1961.

The Board comprised A. Stuart Hyndman, representing the Company, Jean G. Larivière, representing the Union, and was presided over by René Lippé, District Judge of the Magistrate's Court of the Province of Quebec.

The sittings were held in the Court House in Montreal.

The dispute arises from the request of the Union to negotiate a revision of the terms of the Collective Agreement *relating to wages*. The Agreement is a three-year-old contract, providing for a wage re-opening period, terminating January 12, 1961.

The Union has reopened negotiations in accordance with the Agreement for the revision of sections 1 and 4 of Article 3.

The authority of this Board to negotiate this dispute arises from Article 13 of the Collective Agreement.

Article XIII—Duration of Agreement

This Agreement shall remain in force for the period from the date hereof until January 12th, 1963; provided, however, if either party hereto shall give written notice to the other party hereto at any time during the last sixty days of the first year of this contract *terminating May 25th, 1961*, the party giving such notice may require such other party to commence collective bargaining with the view to the revision of the figures set out in Section 1 and 4 of Article III hereof, in which event this agreement shall be subject to revision in respect of such figures, but not otherwise, and any such revision agreed to by the parties hereto shall apply only to the year or years following the year in which such notice was so given.

The Union has demanded a revision of the Agreement itself. In other words, the Union is asking for a wage increase and a wage differential for voyages made within the Great Lakes, which is commonly called "Lake Differential".

The Company has taken exception to the Union's statement, relating to both a Lakes differential and an increase in wages.

The Company claims that the Union is attempting to revise a basic condition of the Agreement by demanding now that instead of one set of wages, there would be two sets of wages depending on the trades engaged in by the Company. Furthermore the Company claims that the wages paid to the employees are relatively high and compare favourably with wages paid by the industry at large.

At the time of the signing of the Agreement, the Company was the owner and operator of two vessels, *Federal Pioneer* and *Federal Voyager*. One of the vessels has been sold since and the Company is now operating only the *Federal Voyager*.

Lakes Differential

It is the opinion of this Board that the wording of the wages re-opener clause (Article 13) is such that it enables the Union to negotiate two sets of wages depending on the trades engaged in by the Company.

This is a majority decision of this Board, Mr. A. Stuart Hyndman, Company nominee, dissenting.

Wages

The members of this Board have given a very serious consideration to this question of the Union's demand for increased wages. Particularly the members have examined the Collective Labour Agreement in force between the same Union and the owners and operators of other comparable vessels.

This Board has been impressed by an Agreement signed a few days ago, between the same Union and the owners and operators of the two vessels, M.V. *West River* and M.V. *Alexander T. Wood,* in which the parties agreed to an increase of 7% of the basic scale. However the proof has revealed that the M.V. *Alexander T. Wood* and the M.V. *West River* are bigger vessels built for the carriage of bulk commodities while the *Federal Pioneer* is unsuitable for the carriage of coal or ore, or other bulk commodities as returning cargoes into the Lakes.

In view of this difference, it is the opinion of this Board that a general over-all increase of 5% should be added to the basic scale.

This is a majority decision of this Board, Mr. Jean G. Larivière, Union nominee, dissenting.

This Board, under reserve of the dissenting decision of Mr. Hyndman, Company nominee, on the Lakes Differential and under reserve of the dissenting decision of Mr. Larivière, Union nominee, on the increase in wages, recommends that the two following clauses of the Agreement signed between the same Union and the operators of M.V. *Alexander T. Wood* and M.V. *West River,* be implemented in the Agreement signed between the above-named parties.

1. The scale of wages payable to the unlicensed personnel will be that provided under the Canadian National Steamships Ltd. (West Indies) Standard Collective Agreement Form, plus 5% to be known as the "basic scale" and to be applicable at all times except when the vessels are engaged in Great Lakes or Coastal cargo voyages as defined in the following paragraph when it is agreed that the operators will provide wages, hours and conditions for the unlicensed crew as described in the Collective Agreement then in force between the Union and the Association of Lake Carriers, such wages, etc., to be known as the "differential".

2. Great Lakes and Coastal Cargo Voyages as referred to in Paragraph 2 will mean voyages between ports within the area of the Great Lakes and the St. Lawrence River which will be effectively reserved to Canadian registered vessels under legislation enacted by the Canadian Government in pursuance of its declared policy to modify the British Commonwealth Shipping Agreement to exclude Commonwealth registered ships from trading within such area with the understanding that for the purpose of this agreement, the area within which the "differential" will apply will be contracted or extended automatically in line with whatever legislation is enacted by the Canadian Government to define from time to time the trading area reserved exclusively to Canadian registered vessels.

The whole respectfully submitted,

Montreal, November 27, 1961.

(*Sgd.*) René Lippé,
Chairman.

(*Sgd.*) A. Stuart Hyndman,
Member.

(*Sgd.*) Jean Larivière,
Member.

52905-7—5½

Report of Board in Dispute between

Motor Transport Industrial Relations Bureau, Toronto

and

International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

This is the report of the Board of Conciliation which was appointed on or about the 28th day of September A.D. 1961.

The Board met with the parties in Oshawa on October 20, 1961, at which time the companies were represented by: A. A. Bacon, McCallum Transport Ltd.; J. A. Donaldson, Motor Transport Industrial Relations Bureau; H. S. Ogden, McCallum Transport Ltd.; H. Allan, H. J. Quinn, H. H. Quinn, Maris Transport Ltd; R. A. Bouffard, Auto Haulaway Ltd.; G. W. Berry, Nu-Car Releasing Limited; H. J. Mothersill, Gen. Auto Shippers Ltd.; Lloyd Haynes, Charlton Transport Ltd; T. Steen, Russell Transport Ltd.; W. Henderson, F. W. Murray, Motor Transport Industrial Relations Bureau. The union was represented by: Leo J. Labonbard, President; Syd McAfee, Business Agent; K. E. Fowler, Fred Moore, Al Boothef, G. Donovan, A. Ellis, L. Theorit, Negotiating Committee; Frank Godley, Union Reporter.

The entire contract was referred to the Board as being in dispute between the parties.

At the outset the union expressed the opinion that no genuine negotiations had taken place between the parties and the companies at no time had given serious consideration to the various non-monetary points which are in dispute. The union has decided that a completely new collective agreement should be negotiated at this time to clear up many of the vague portions of the existing contract, which expired on July 1 last. As a result, the demands of both the companies and the union were most detailed.

The companies emphasized that they, too, wished to change many of the existing clauses in the contract and particularly those portions dealing with seniority provisions and work assignment. The companies also pointed out that the demands of the union for certain categories of employees amounted to approximately $1.35 per hour increase. The union was also requesting additional payments toward the welfare plan and extensive contributions toward a pension plan.

The companies are most perturbed in that the union has been unable or unwilling to present details of the benefits which would be received by employees under both plans. This concern has resulted from complaints received by employees of the various companies that benefits have been curtailed while the funds are apparently producing a profit or a surplus. The companies have, therefore, required, as a condition of further negotiations on these points, that particulars of the respective plans indicating the benefits to which employees would become entitled must be presented before any consideration will be given to increasing the companies' contributions.

The union indicated that it was willing to present in some detail, but with a certain amount of flexibility, the particulars of these two plans. It appears obvious to the members of this Board that no true negotiating has taken place between the parties and it would seem that they have been relying on the protection of the Act to prevent either a strike or a lockout. No board of conciliation could possibly deal with the variety and extent of the points in dispute. It appeared to the members of the Board that only two alternatives were open, namely:

(a) That the matter be adjourned for a short period of time to permit direct negotiations during this interval, or

(b) That the Board disband, submit a report and allow the parties to deal directly with each other.

(*Continued on page 98*)

During November, the Minister of Labour received the Report of the Board of Conciliation and Investigation established to deal with the dispute between Motor Transport Industrial Relations Bureau, Toronto (representing certain companies within federal jurisdiction), and Local 880 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

The Board was under the Chairmanship of His Honour Judge H. C. Arrell of Hamilton. He was appointed by the Minister on the joint recommendation of the other two members, Michael O'Brien and Paul Siren, both of Toronto, nominees of the Bureau and union, respectively.

The Report is reproduced here.

LABOUR LAW

Legal Decisions Affecting Labour

British Columbia courts rule on limitations on peaceful picketing, on legality of picketing all business locations of same employer, on question of court review of arbitration awards, on application of Labour Relations Board's cease and desist orders, and on the validity of a certification order of the Board

In British Columbia, the Court of Appeal held that the Trade-unions Act does not prohibit peaceful information picketing in case of an illegal strike; in such situation, however, peaceful picketing that aims to persuade is prohibited. The restriction is not directed at the suppression of free speech but to protect freedom of an individual to carry on his legitimate business without interference and is *intra vires* of the provincial legislature.

In another decision, the Court of Appeal held that under the British Columbia Labour Relations Act the ruling of an arbitration board constituted by the parties under a collective agreement, being a decision of a private and not statutory arbitration board, is not subject to *certiorari* proceedings.

The British Columbia Supreme Court ruled that the union, instead of using the cease and desist order procedure under the Labour Relations Act to obtain a restraining order, may claim such an order as an ancillary right in an action for damages under the Trade-unions Act. In another decision, the Supreme Court ruled that under the Trade-unions Act, when a strike is legal, a union that is bargaining agent for certain units of a company's employees in some of the company's business locations may lawfully picket other business places of the same company, for which it is not bargaining agent and where there is no labour dispute. In another decision, the court ruled that, when the Labour Relations Board, in certifying a union, did not either depart from or abuse its jurisdiction, the decision of the Board should not be quashed on procedural grounds.

In Ontario, the High Court ruled that the Jurisdictional Disputes Commission under the Labour Relations Act had no jurisdiction to deal with a compaint regarding the assignment of work coming from a union that had no members in the company's employ.

British Columbia Court of Appeal...

... holds that Trade-unions Act does not prohibit information picketing, upholds limitations in Act

On August 17, 1961, the British Columbia Court of Appeal dismissed an appeal from the judgment of Mr. Justice Lord of the B.C. Supreme Court (L.G., Aug. 1961, p. 821) and held, with one judge dissenting, that Section 3 of the Trade-unions Act does not prohibit picketing or communication of information entirely; it does, however, prohibit picketing with the object of persuading somebody to refrain from doing the things specifically mentioned in Section 3(2), except when there is a legal strike or lockout. Further, the Court held that the true object of the restrictions on the right to picket under Section 3(2) of the Act was the protection of the liberty of a person to carry on his legitimate business and to use his premises without interference, except in case of a legal strike or lockout.

Mr. Justice Tysoe, rendering the majority judgment, recalled that a building contractor who was engaged in constructing a service station in Vancouver was approached by a man claiming to be a representative of the carpenters' union who told him that all carpenters employed on the construction work would have to join the carpenters' union or that members of that union would have to be employed on the work. The constructor told the man that the men working for him did not want to join the union.

Some days later, the person in question appeared at the site of construction with a placard that read "non-union men are

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

working on this job." Sometimes he was accompanied by another man. Some suppliers of materials for the construction refused to cross this picket line, resulting in delay in the work, and damage. Apart from the alleged breach of Section 3 of the B.C. Trade-unions Act, there was no wrongful conduct.

The picketing was stopped when the contractor obtained, first, an *ex parte* injunction restraining picketing for four days. Later, on May 2, Mr. Justice Lord gave judgment to continue injunction until the trial. From the latter judgment, appeal was made on the grounds that the judge erred in holding that Section 3(2) of the Trade-unions Act rendered unlawful the picketing conducted in the case under review and that Section 3(2) of the Act infringed freedom of speech and the exercise of that freedom by the citizens of Canada, and was therefore *ultra vires* the Legislature of the province of British Columbia.

Section 3 of the Trade-unions Act reads as follows:

S. 3 (1) Where there is a strike that is not illegal under the Labour Relations Act or a lockout, a trade-union, members of which are on strike or locked out, and anyone authorized by the trade-union may, at the employer's place of business, operations or employment, and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to

(a) enter the employer's place of business, operations, or employment; or

(b) deal in or handle the products of the employer; or

(c) do business with the employer.

(2) Except as provided in subsection (1), no trade-union or other person shall persuade or endeavour to persuade not to

(a) enter an employer's place of business, operations, or employment; or

(b) deal in or handle the products of any person; or

(c) do business with any person.

Mr. Justice Tysoe concurred with the opinion of the Court below that Section 3 does not prohibit picketing or the dissemination or communication of information entirely. But, in his opinion, it does prohibit picketing or the dissemination or communication of information in an effort to persuade anybody to refrain from doing the things specifically mentioned in subsection (2), except as provided in subsection (1).

It is the purpose with which the picketing or communication of information is done that determines whether it is illegal under Section 3(2). In determining that purpose, Mr. Justice Tysoe added, regard has to be given to the results that were or must have been known to be likely to follow.

In the case under review, there was no strike or lockout. It was argued that the person accused of the breach of the Act did not "persuade or endeavour to persuade" anyone to do any of the things set out in (a), (b) or (c) of Section 3(2), but that he was doing no more than giving out information or "carrying on information picketing." The alleged purpose of picketing was simply to let interested persons know the facts so that they could do as they wished.

In Mr. Justice Tysoe's opinion, persuasion takes many forms. It may be by words or conduct, or both, and conduct can be as powerful a means of persuasion as words. He could not accept the contention that the man who was picketing was doing no more than giving out information to persons who might be in or about the business premises of the contractor that "non-union men are working on this job." No doubt, information was being given out, but the walking up and down in front of the premises carrying a sign, accompanied at times by someone else—picketing as such conduct is called—was more than informing. It was a means of persuading or endeavouring to persuade persons to do any or some of the things set out in (a), (b), (c) of subsection 2 of Section 3 of the Trade-unions Act.

The question whether a person is persuading or endeavouring to persuade someone else to do some particular things depends in great measure on the purpose and intention behind certain acts. The man who was picketing in the case under review was not, in Mr. Justice Tysoe's opinion, giving out information in the abstract; he must have hoped for some result from his conduct, and his hope, his intention and his purpose were to persuade persons not to do any or some of the things set out in Section 3(2). This hope and purpose was, in fact, realized, in that some suppliers of materials for the construction work refused to cross the picket line.

Having found that the man in question was giving out information, one cannot stop there; but one must go on and determine what purpose was behind the giving out of information in the manner in which it was being given out. Picketing, which was the manner employed, is a well-known method used by labour to induce persons not to deal with the person or company whose premises are being picketed, and not to enter those premises. In Mr. Justice Tysoe's opinion, under the conditions and in the circumstances of the dispute under review, the picketing constituted an endeavour to persuade within the meaning of Section 3(2) of the Act.

An argument was advanced that those persons who refused to cross the picket line made the decision for themselves. In Mr. Justice Tysoe's opinion, they did so because they were 'persuaded" by the man who was picketing.

Next, Mr. Justice Tysoe dealt with the submission that Section 3, subsection (2) of the Trade-unions Act infringes freedom of speech and the exercise thereof by citizens of Canada and is therefore *ultra vires* the Legislature of the Province of British Columbia.

In this respect, it was submitted to the Court that freedom of speech is one of the foundations of the Canadian Constitution. It extends not only to the political affairs of the nation and the provinces, but to every kind of economic and social activity. Freedom of speech is exercisable in relation to industrial disputes, and peaceful picketing is a legitimate expression of that freedom. The provinces cannot pass legislation that infringes freedom of speech; therefore, the provinces cannot pass legislation curtailing the right to picket peacefully. Nobody was denying that the legislation in question was relating to property and civil rights in the province, but the contention was that subsection 2 encroached upon the right of every Canadian citizen to engage in free speech, and no province can, by legislation, encroach upon that right. Therefore, subsection (2) is outside the scope of Section 92 of the B.N.A. Act.

Mr. Justice Tysoe said he was not aware of any judicial decision that would hold that a provincial Legislature, when legislating in relation to a matter coming within the classes of subjects enumerated in Section 92 of the B.N.A. Act, could not, under any circumstances nor to any extent, incidentally infringe upon what is called freedom of speech. In fact, some eminent judges recognized this right of the provinces.

When the past judgments speak of freedom of speech, they experss only an opinion that provinces have no power to enact legislation that, in its true nature and character, relates to freedom of expression concerning any policy or activity of government or political parties or public men, or concerning public affairs or religious subjects or bodies. They are speaking in terms of the political institutions or religious practices of this country, subject matters that, in the opinion of Mr. Justice Tysoe, are outside the scope of the case at bar.

Moreover, freedom of speech is not unlimited. In *Reference re Alberta Bills* (1938), S.C.R. 100, Chief Justice Duff said:

> The right of public discussion is, of course, subject to legal restrictions; those based upon consideration of decency and public order, and others conceived for the protection of various private and public interests with which, for example, the laws of defamation and sedition are concerned.

In *James v. Commonwealth* (1938) A.C. 578, Lord Wright stated:

> "Free" in itself is vague and indeterminate . . . Free speech does not mean free speech; it means speech hedged in by all the laws against defamation, blasphemy, sedition and so forth; it means "freedom governed by law".

Prof. W. R. Lederman, in his article entitled "The Nature and Problems of a Bill of Rights" (37 Can. Bar Review) said:

> We depend on the law to define the outside limits of the respective areas of freedom or liberty in the total realm of actual or possible human activity . . . Freedom of expression is the residual area of natural liberty remaining after the makers of the common law and the statute law have encroached a little by creating inconsistent duties.

To these quotations, Mr. Justice Tysoe added that "freedom cannot be unlimited, if only because the interests of the whole community of citizens require that some limitations and restrictions be placed upon it."

Returning to the consideration of the "pith and substance" of subsection (2) of Section 3, Mr. Justice Tysoe noted that the subsection was, in essence, a prohibition against persuading or endeavouring to persuade anyone not to have business dealings with a person. But this prohibition is subject to an exception contained in subsection (1). Where there is a legal strike or a lockout, a trade union, members of which are on strike or locked out, and anyone authorized by the trade union, may, at the employer's place of business, operations or employment and without acts that are otherwise unlawful, persuade or endeavour to persuade anyone not to have business dealings with the employer. The two subsections must be read together as expressing a single legislative purpose.

The true object, purpose, nature or character of subsection (2) is, Mr. Justice Tysoe added, protection of the liberty of a person to carry on his legitimate business in the province and to the use of his premises without interference, except when he is an employer who is himself involved in a legal strike or a lockout. The purpose of subsection (2) is to prevent interference with the lawful business and operations of a person who is not himself involved as an employer in a legal strike or a lockout. The subsection is in no way directed to the suppression of free speech, albeit it may have the incidental affect of limiting what one person may say of or about another or his business. This incidental effect does not place it outside the legislative competence of the province.

In conclusion, Mr. Justice Tysoe held that Section 3 of the Trade unions Act is legislation which, in its true nature and character, relates to property and civil rights within the province and, therefore, is *intra vires* the legislature of British Columbia.

Mr. Justice Norris, in his dissenting opinion, held that the Trade-unions Act of 1959 did not prohibit information picketing. The distinction between information picketing and persuasive picketing has always been recognized in the court decisions. In the case at bar, the picketing that took place was information picketing and the refusal of suppliers to carry out their contracts was the result of their decisions and the contractor's remedy, if any, was against the suppliers. While admitting that there can be forms of persuasion by passive means, Mr. Justice Norris held that the word "persuade" in Section 3(2) requires definite action, i.e., active persuasion which, in his opinion, did not take place in the case at bar.

The Court of Appeal, with Mr. Justice Norris dissenting, dismissed the appeal and upheld the judgment of Mr. Justice Lord of the British Columbia Supreme Court *Koss v. Konn et al* (1961), 36 W.W.R.. Part 3, p. 100.

British Columbia Court of Appeal...

. . . rules that writ of *certiorari* not applicable to arbitrators set up by collective agreement

On May 19, 1961, British Columbia Court of Appeal held that prerogative writs of *certiorari* and prohibition are not applicable to ordinary private arbitrators set up by agreement of the parties under a collective agreement. Such writs are applicable only in case of a statutory arbitrator or arbitration board to whom, by statute, the parties must resort.

The court was considering an appeal by the International Union of Mine, Mill and Smelter Works of Canada, Local 663, from the judgment of Mr. Justice McInnes of November 29, 1960, in which upon an application by Howe Sound Co., *certiorari* was applied to quash an award of a board of arbitration appointed under the provisions of a collective agreement between the Company and Local 663.

Counsel for the union submitted that the Company's application for a writ of *certiorari* was misconceived in that *certiorari* does not lie against the decision of the arbitration board in the case under review.

Section 22 of the B.C. Labour Relations Act (before 1961 amendments), which was in force at all relevant times, is as follows:

S. 22(1) Every collective agreement entered into after the commencement of this Act shall contain a provision for final and conclusive settlement without stoppage of work, by arbitration or otherwise*, of all differences between the persons bound by the agreement concerning its interpretation, application, operation, or any alleged violation thereof.

(2) Where a collective agreement, whether entered into before or after the commencement of this Act, does not contain a provision as required by this section, the Minister shall by order prescribe a provision for such purpose, and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on all persons bound by the agreement.

The collective agreement in force between the Company and the Union, dated November 27, 1958 and effective December 1, 1958, provided in Art. 16 for grievance procedure. In the case of any local dispute that could not be settled between the employee and the shiftboss or foreman, the matter was to be submitted in writing to the Plant Grievance Committee and to the Superintendent. If they failed to settle the dispute, the matter was to be submitted in writing to the Manager and the representative of the International Union of Mine, Mill and Smelter Workers on the General Grievance Committee of the local union. In the event of their failure to agree, they would endeavour to select an arbitration board of three, in accordance with a procedure set out in the agreement.

The grievance procedure provisions also provided that pending the settlement of the dispute the employees involved must continue to work until final decision has been reached.

Under Art. 16 of the collective agreement, the arbitration board was set up and, on November 28, 1960, a decision was rendered, which later was challenged and quashed on *certiorari* proceedings.

Mr. Justice Tysoe, who rendered the judgment of the Court of Appeal, noted that *certiorari* does not lie against an arbitrator or arbitration board unless the arbitrator or board is a statutory arbitrator or statutory board, that is, a person or a board to whom, by statute, the parties must resort. Prerogative writs of *certiorari* and prohibition, he added, do not go to ordinary private arbitration boards set up by agreement of parties. Consequently, the issue at bar was to decide whether the arbitration board, in the case under review, was a private arbitration body set up by agreement or a statutory board.

*In the 1961 amendment, the word "otherwise" was replaced by "such other method as may be agreed to by the parties."

In the opinion of Mr. Justice Tysoe, only by reason of the provisions of Section 22 of the Labour Relations Act could the arbitration board qualify as a statutory board. The question was, therefore, did Section 22 create a statutory arbitration board to which the parties to the collective agreement have agreed to refer for the final settlement of their differences?

His answer to this question was in the negative. In his view, Section 22 did not create an arbitral tribunal or any other tribunal or body. It merely requires the parties to a collective agreement to agree between themselves on a method for finally and conclusively settling any differences without stoppage of work, and to embody their agreement in the collective agreement. If they do not do this, the Minister is to do it for them and his method becomes embodied in and forms part of the collective agreement. The method may be "by arbitration or otherwise." The parties may select and provide their own method and the only condition is that it shall achieve the desired result, namely, the final and conclusive settlement of differences without stoppage of work.

Further, Mr. Justice Tysoe added that the Legislature had not said that the parties must report to an arbitration board or to any particular person or body of persons. It has left the parties complete freedom of choice in this respect. All the Legislature has said was that there must be a method by which disputes will be finally and conclusively determined without stoppage of work. To find the method, one turns to the collective agreement.

In the case at bar the parties have agreed that all differences should be settled by an arbitration board of three, one to be selected by the Union, one by the Company, and a third, who would be the chairman, by the other two, and failing their agreement, by the Labour Relations Board of British Columbia. This, in Mr. Justice Tysoe's opinion, was a private arbitration board set up by the parties themselves and not by the Legislature. It was not a statutory body, therefore *certiorari* was not applicable.

Mr. Justice Tysoe distinguished the situation under the B.C. Labour Relations Act in the case under review from that in the case *Re International Nickel Co. of Canada Ltd. and Rivando* (L.G., Sept. 1956, p. 1155) in which the Court of Appeal of Ontario dealt with Ontario legislation which made it compulsory for parties to a collective agreement to resort to arbitration for settlement of differences and where *certiorari* was held to be applicable to such arbitration. On the other hand, the B.C. Labour Relations Act does not have that effect because it provides that settlement may be *by arbitration or otherwise*, and it leaves the parties free to agree upon the method.

Mr. Justice Tysoe relied also on the judgment of Chief Justice McNair who, when delivering the judgment of the appeal division of the Supreme Court of New Brunswick in *Re Atlantic Sugar Refineries Ltd., and Bakery and Confectionery Workers International Union of America, Local No. 443* (L.G., July 1961, p. 689), said:

> There is little resemblance between the provisions of the Ontario legislation involved in the *Rivando* case and those found in S. 18 of our Labour Relations Act. The latter do not compel resort to arbitration nor to a tribunal created by statute. They require the inclusion in every collective agreement of a provision for the final settlement without stoppage of work of differences concerning the meaning of violation of the agreement by *arbitration or otherwise*, and further provide that, in the event of failure of the parties to so provide, the Labour Relations Board shall, *upon application by either party to the agreement*, by order prescribe a provision for such purpose and a provision so prescribed shall be deemed to be a term of the collective agreement and binding on the parties and others mentioned.

In the New Brunswick case, the Court had before it legislation resembling in form Section 22 of the British Columbia Labour Relations Act.

Mr. Justice Tysoe reserved for future consideration the question of what the situation would be should the parties to a collective agreement fail to include in the agreement a provision for final and conclusive settlement without stoppage of work so as to bring into operation the provisions of subsection (2) of Section 22 of the Labour Relations Act.

In conclusion, Mr. Justice Tysoe held that the union's appeal should be allowed and the arbitration board's decision restored on the ground that the decision in question was not subject to *certiorari*. *Howe Sound Company v. International Union of Mine, Mill and Smelter Workers (Canada) Local 663, (1961), 36 W.W.R., Part 4, p. 181.*

British Columbia Supreme Court...

...holds Labour Relations Boards may make order in nature of an injunction but can not award damages

On May 23, 1961, Mr. Justice Wilson of the British Columbia Supreme Court, on a motion to dissolve an *ex parte* labour injunction obtained previously by a trade union from Mr. Justice Munroe of the same court, ruled that the right of the union to seek a cease and desist order from the Labour Relations Board under Section 7 of the Labour Relations Act for violation by the employer of specified provisions of the Act

does not prevent the union from resorting instead to an action for damages under Section 4 of the Trade-unions Act for violation of the Labour Relations Act; then the union may claim also an injunction as an ancillary right and need not resort, under Section 7 of the Labour Relations Act, to the Labour Relations Board, in duplicate proceedings, for a restraining order.

Local 535 of the Retail, Wholesale and Department Store Union obtained an *ex parte* injunction restraining McLennan, McFeely and Prior Ltd., from doing certain acts prohibited by the Labour Relations Act. The union had alleged, without being contradicted, breaches by the company of Sections 4 and 6 of the Labour Relations Act (the sections deal with the employers' unfair labour practices in connection with employees' union activities) and consequential irreparable or incalculable damage to the Union resulting from the company's behaviour.

In presenting the motion to dissolve this injunction, the company claimed that Section 7 of the Labour Relations Act established a code or method for dealing with the complaints under Sections 4, 5, or 6 of the Labour Relations Act leading to a cease and desist order of the Labour Relations Board, and that the Union should resort to the procedure and not be allowed to maintain the injunction.

Mr. Justice Wilson did not accept this submission. In his opinion, the union can recover damages, and can recover damages for breaches of Sections 4 and 6 of the Labour Relations Act only by resorting to Section 4 of the Trade-unions Act, which reads as follows:

> 4 (1) An employers' organization, trade-union, or other person who
>
> (a) does, authorizes, or concurs in anything prohibited by the Labour Relations Act; or
>
> (b) fails to do anything required by the Labour Relations Act; or
>
> (c) does, authorizes, or concurs in anything that is contrary to Section 3 of this Act
>
> is liable in damages to anyone injured thereby.
>
> (2) The act of any member of an employers' organization or trade-union is presumed, unless the contrary is shown, to be done, authorized or concurred in by the employers' organization or trade-union.

Further, Mr. Justice Wilson added that Section 7 of the Labour Relations Act does not empower the Labour Relations Board to award damages; it does, however, permit the Labour Relations Board to make an order in the nature of an injunction. However, the power to grant an injunction is a usual and ancillary right arising under proper circumstances in an action for damages.

The company, in Mr. Justice Wilson's opinion, could not argue that the Union might not, under Section 4 of the Trade-unions Act, sue for damages. And, if this is so, the Union may also enforce the ancillary right to an injunction and need not resort to the Labour Relations Board in duplicate proceedings under Section 7 of the Labour Relations Act to obtain a restraining order.

The application to dissolve injunction was dismissed. *Retail, Wholesale and Department Store Union, Local 535, v. McLennan, McFeely and Prior Ltd.*, (1961), 29 D.L.R. (2d), Parts 2 and 3, p. 191.

British Columbia Supreme Court...

... rules that union not prevented from picketing other places of business of the same employer

On September 7, 1961, Mr. Justice Collins of the British Columbia Supreme Court ruled that Section 3(1) of the Trade-unions Act does not prevent a trade union that was certified as bargaining agent in respect of some of an employer's places of business from picketing, in the course of a legal strike, other places of business of the same employer for which the union was not bargaining agent.

Taylor, Pearson & Carson (B.C.) Limited carries on business as a wholesale automotive, industrial and electronic supplier at 13 or more different locations in British Columbia. Local 535 of the Retail, Wholesale and Department Store Union was the certified bargaining agent for certain units of the company's employees at eight only of the locations and had a collective agreement which did not cover the employees in the remaining locations and which expired on May 31, 1960. An entirely different union had a collective agreement with the company's employees at three locations for which Local 535 was not certified.

Negotiations followed without settlement and later conciliation proceedings took place, also without settlement. On July 17, 1961, the company's employees, at five of the eight locations for which Local 535 was certified, went on strike. In the course of the strike, Local 535 also picketed five of the company's locations in respect of which it was not certified as to any unit and where there was no strike.

The company claimed that picketing of these five locations caused a falling off in business and breaches of contract that the company had with cartage contractors.

The Union had publicly stated the intention of picketing all of the company's operations in the province. The placards carried by the pickets read as follows: "Members of Retail Wholesale Union A.F. of L.—C.I.O. Employed by Taylor, Pearson & Carson (B.C.) Ltd. Elsewhere on Strike." The company argued that although the statement on the placards was true, nevertheless they misled members of the public and customers into believing that a strike was in existence at those five premises. The company conceded that the strike in which Local 535 was involved was legal and the union conceded that the pickets were endeavouring to persuade the persons who approached the five locations in question not to perform any of the actions referred to in Section 3(1) of the Trade-unions Act. Further, the union claimed that the prohibition contained in subsection (2) did not apply to the pickets.

Mr. Justice Collins summed up the company's argument as follows: The status of a trade union in relation to an employer is determined by the Labour Relations Act in relation to units of employees appropriate for collective bargaining; that under the Act and regulations certification of a trade union is made with respect to one or more units; that collective agreements are made with respect to one or more units; that proposed strikes are voted on by units separately and strikes are declared with respect to individual units; that the mutual rights and duties as between employer and employee in the Labour Relations Act are dealt with by the Legislature on a unit basis and therefore it was logical to assume that when other rights and duties as between employees and trade unions were made the subject of the further legislation found in the Trade-unions Act, the Legislature intended it to apply on a unit basis. Consequently, if Section 3(1) be applied on a uniit basis, the permission thereby given to a trade union applies only to locations where its members are on strike in units for which the union is certified. Further, the company argued that, if the permission given by Section 3 to persuade or endeavour to persuade anyone not to perform any of the acts listed under (a), (b), (c) of Section 3(1) be not interpreted so as to apply on a unit basis, it could very well result in permissible picketing of locations containing only units of the union's own members which were not on strike, as well as locations containing only employee units for whom another trade union was certified and in respect of which there was a subsisting collective agreement and no strike.

The Union, relying on Mr. Justice Rand's statement in *Aristocratic Restaurants Ltd. v. Williams* (L.G. 1951, p. 1553), argued that strikes and peaceful picketing have long been recognized as a lawful and proper method of bringing economic pressure against the whole undertaking of an employer. In the *Aristocratic Restaurants* case, Mr. Justice Rand said:

> The fact that two of the restaurants were not within the unit of employees for which the union was authorized to act does not affect the question; the owner's economic strength is derived from his total business; and it is against that that the influence of information is being exerted.

Mr. Justice Collins, in reaching his decision, referred to the so-called golden rule of interpretation to be found in *Maxwell on Interpretation of Statutes* (10th ed., p. 7):

> The golden rule is that the words of a statute must *prima facie* be given their ordinary meaning . . . Judges are not called upon to apply their opinions of sound policy so as to modify the plain meaning of statutory words. . .

Mr. Justice Collins did not find any provision of Section 3 of the Trade-unions Act, when interpreted in accordance with the above rule, to be repugnant to any provision in the Labour Relations Act.

Counsel for the company suggested that the opening words of subsection (1) of Section 3 "where there is a strike" could properly be interpreted as meaning or designating "a place at which a strike is in existence." Mr. Justice Collins noted that the meanings given for the word "where" by the *Shorter Oxford English Dictionary* make it clear that the word "where" may refer to either "place" or "circumstances". In his view, as used at the beginning of subsection (1) of Section 3, the words "where there is a strike" means "in circumstances in which there is a strike."

Referring to the dispute at bar, Mr. Justice Collins noted that there was a strike which was not illegal under the Labour Relations Act. The members of Local 535 for which the union was certified were on strike. Pickets in not improper numbers authorized by the union were present at several of the places of business, operations or employment of the company and, without acts that were otherwise unlawful, by means of their presence and placards containing true statements were persuading or endeavouring to persuade persons not to perform the acts set out in clauses (a), (b) and (c) of subsection (1) of section 3. In Mr. Justice Collin's view, this was exactly what Section 3(1) said in clear terms and without any ambiguity may lawfully be done. Nowhere in the Trade-unions Act could he

find any indication that the Legislature intended subsection (1) of Section 3 to be interpreted on the basis of whether a place of business, operations, or employment did or did not contain in whole or in part a unit of employees which was on strike or for which a given trade union was currently certified.

The company's motion for an injunction to restrain Local 535 from picketing five of the company's business premises was dismissed. *Taylor, Pearson & Carson (B.C.) Limited v. Retail, Wholesale and Department Store Union, Local 535*, (1961), 36 W.W.R., Part 4, p. 175.

British Columbia Supreme Court...

. . refuses to quash certification order when complaint based mainly on procedural grounds

On March 10, 1961, Mr. Justice Brown of the British Columbia Supreme Court, on *certiorari* motion, refused to quash a certification order of the Labour Relations Board when the substantial complaint was as to procedural matters and when there was no departure from jurisdiction or an abuse of jurisdiction.

In July 1952, the Fruit and Vegetable Workers' Union, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, were certified for a unit employed by 23 employers in 30 packinghouses in the Okanagan Valley. Later, each of the said unions changed their name to B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572. Then the Board was requested to change the name of the unions in the certification order. The Board, being satisfied that the employees in the unit desired the requested change, issued, in May 1959, pursuant to Section 65(2) of the Labour Relations Act, a "Variation of Certificate" order by which the certification order of July 1952 was varied by deleting the names Fruit and Vegetable Workers' Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, and inserting in their place the name B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572.

The Board's order was challenged, in *certiorari* proceedings, mainly on the point that although the order purported to be only a variation of a bargaining agent's name, in reality it created a bargaining certificate for a new entity.

On the evidence presented, Mr. Justice Brown noted that there was more than a mere change of name involved. Actually, the new certified union was a different union from the agent originally certified. However, the Board and Local No. 1572 maintained that Fruit and Vegetable Workers' Unions, Locals Nos. 1, 2, 3, 4, 5, 6, 8, 9 and 11, merged with B.C. Interior Fruit and Vegetable Workers' Union, Local No. 1572, and that substantially the same personnel were involved. Mr. Justice Brown had some doubts whether the procedure applied by the Board was strictly in accordance with legal niceties, but he noted that all parties were before the Board and the proceedings were not suggested to be irregular. No minority was overwhelmed by lack of notice or otherwise. In effect, Mr. Justice Brown added, the Board has compressed the somewhat lengthy procedure that a lawyer might think necessary to perfect the metamorphosis arising from the merger.

Dealing with the matter of applicability of *certiorari* to the Labour Relations Board's decision, Mr. Justice Brown was of the opinion that, although there was no specific provision in the Labour Relations Act removing *certiorari*, the words "final and conclusive" in Section 65(1) seemed to have the same effect. Also, he was in agreement with Mr. Justice Clyne who, in *Re Alcazar Hotel Employees' Mutual Benefit Association* (1954), 1 D.L.R. 722, held that, under the British Columbia Act, the right of the Court was as follows:

> ... the Court ... has the right, in spite of the prohibiting section of the Statute, to examine the decision of the Board to determine if it has departed from the provisions of the statute in such a way as to decline jurisdiction, or to exceed jurisdiction, or so as to act without jurisdiction or to abuse jurisdiction by denying substantial justice.

In the same *Alcazar Hotel* decision, Mr. Justice Clyne dealt with the situation analogous to the short-cut taken by the Board in the case under review. Then Mr. Justice Clyne said:

> In granting certification to the Mutual Benefit Ass'n in respect of the employees of the Alcazar Hotel, the Board in effect varied its previous order whereby it had included those employees in the same unit with those employed in the other thirty hotels. The Board has the power under S. 58 (2) to vary its decision of February 27, 1952, by eliminating the Alcazar employees from the unit created by the order of that date and it had jurisdiction under Ss. 10 and 12 of the Act to determine that the employees of the Alcazar Hotel were in themselves in a unit appropriate for collective bargaining and that the Mutual Benefit Ass'n should be the bargaining agent. It may be that an order should have issued under S. 58 (2) varying the composition of the unit under the bargaining authority of Local 28, but what the Board was doing was clear and any irregularity in taking what amounted to a short-cut cannot amount to lack of jurisdiction, especially in view of S. 65, which provides that no proceeding under the Act shall be deemed invalid by reason of defect in form or technical irregularity.

Section 65 referred to by Mr. Justice Clyne is now Section 70 and reads as follows:

S. 70. No proceeding under this Act shall be deemed invalid by reason of any defect in form or any technical irregularity.

In the result, Mr. Justice Clyne refused to quash the order.

Mr. Justice Brown referred also to two cases, each entitled *Banks et al. v. Can. Labour Relations Bd.* (L.G., Dec. 1959, p. 1313 and L.G., Feb. 1960, p. 176). In the second case, Mr. Justice Hughes refused to quash an order of the Canada Labour Relations Board where there was no failure to accord natural justice and where the Board did not deprive itself of jurisdiction or refuse or exceed jurisdiction. He referred to the words of the Chief Justice of the High Court in *Re Jackson et al. v. Ontario Labour Relations Board* (L.G., March 1955, p. 326), where he said:

It is not for me to review either the findings of fact or the wisdom of the Board in coming to its conclusions. It is merely for me to consider: Did the Board do or omit to do any act that in law is sufficient to base a finding that it either deprived itself of jurisdiction or refused jurisdiction?... The Board has, in my view, acted in good faith and has fairly considered the position of all parties to the application before it before issuing its order of June 11th, and this order should not be quashed.

Mr. Justice Brown refused to quash the decision of the Board when the substantial complaint was as to procedural matters only. *Re Okanagan Federated Shippers Association and British Columbia Interior Fruit and Vegetable Workers Union, Local 1572*, (1961), 27 D.L.R. (2d), Part 9, p. 685.

Ontario High Court...

... quashes decision of Jurisdictional Disputes Commission as it had no power to hear complaint

On May 19, 1961, Chief Justice McRuer of the Ontario High Court, in *certiorari* proceedings, quashed a decision of the Jurisdictional Disputes Commission on the ground that the Commission had no power to entertain an application coming from a union which had no members in the company's employ.

On January 24, 1961, a complaint was lodged under Section 66 of the Ontario Labour Relations Act by the United Brotherhood of Carpenters and Joiners of America against Canadian Pittsburgh Industries Limited that the company wrongly assigned the installation of window sash and frames to members of the Brotherhood of Painters, Decorators and Paperhangers of America, Local 1783.

The Jurisdictional Disputes Commission, in its interim order, found that the installation of aluminum windows by virtue of an agreement of 1957 between the Brotherhood of Painters, Decorators and Paperhangers on one hand and the International Association of Bridge, Structural and Ornamental Iron Workers on the other, belonged to the latter. Further, the Commission found that, under another agreement of 1957 between the Iron Workers Union and the United Brotherhood of Carpenters and Joiners of America, such installation was to be done by a composite crew composed equally of iron workers and carpenters. Consequently, the Commission ruled that the assignment of work belonged to and should be done by a composite crew of iron workers and carpenters. The company, who had no employees in either the iron workers' or carpenters' union, applied to have the order quashed.

The relevant part of Section 66 of the Ontario Labour Relations Act reads as follows:

S. 66 (1) Upon complaint to the Board [the Ontario Labour Relations Board]... that an employer was or is assigning particular work to employees in a particular trade union rather than to employees in another trade union, a jurisdictional disputes commission may, after consulting any person, employers' organization, trade union or council of trade unions that in its opinion may be affected by the complaint, make such interim order with respect to the assignment of the work as it in its discretion deems proper in the circumstances, and the employer, employers' organization, trade union, council of trade unions and the officers, officials or agents of any of them shall comply with the interim order.

The sole question in dispute before Chief Justice McRuer was whether Section 66 of the Act applied to the facts of the case under consideration.

On the evidence submitted, the Chief Justice noted that the company had a collective agreement with the International Chemical Workers Union, Local 172. By an agreement between this union and the Brotherhood of Painters, it was agreed that the latter union would become part of the existing agreement with the International Chemical Workers Union, Local 172.

It was contended before the Commission that certain work, which was done by the company's employees belonging to the Brotherhood of Painters, should be done by the members of the International Association of Bridge, Structural and Ornamental Iron Workers following the 1957 agreement between the Painters and the Iron Workers, and that the Commission could decide accordingly.

Chief Justice McRuer disagreed with this contention. In his view, Section 66 contemplates only those disputes that arise with respect to the assignment of work by an employer among his employees. The section does not apply where a trade union that has no members employed under the direction of the employer complains that work is assigned to employees that, in the opinion of that trade union, should be done by the members of the complaining union. Otherwise, the Commission could compel an employer to engage workers to do work that his employees were perfectly willing to do. If it was the intention of the legislature to give the Commission such wide powers to interfere with the peaceful relations between the employer and his employees concerning which neither had made any complaint, much clearer language would be necessary than that used in Section 66(1), Chief Justice McRuer added.

Also, the Chief Justice ruled, that as the Commission had no power to hear the complaint, the Labour Relations Board could have no power to review it. The Commission, by a wrong exercise of its jurisdiction, could not give the Labour Relations Board jurisdiction to review the Commission's order. Consequently, the proper remedy in the case at bar was *certiorari* and the ruling of the Court was to quash the Commission's interim order. *Canadian Pittsburgh Industries Limited v. H. Orliffe et al.,* Canadian Labour Law Reports, November 21, 1961, Para. 15, 373.

Recent Regulations under Provincial Legislation

B.C. adopts new regulations governing welding on boilers and pressure vessels, issues new rules for gas fitters and revises safety code for logging industry

In British Columbia, new regulations under the Boiler and Pressure Vessel Act governing welding and the qualifications of welders require contractors to be licensed, place new responsibilities upon welders and provide for three types of welders' certificates. Revised regulations under the Gas Protection Act provide for two types of gas fitter's licence in place of the former general licence. The new special regulations for the logging industry issued by the Workmen's Compensation Board lay down more stringent requirements with respect to yarding equipment and signalling.

Other recent regulations dealt with rules of procedure of the New Brunswick Labour Relations Board, safety committees in Alberta and gas appliances subject to the Alberta Gas Protection Act.

Alberta Gas Protection Act

Alberta has amended its regulations governing gas installations, issuing Alta. Reg. 331/61 under the Gas Protection Act. Gazetted November 15, it revises Alta. Reg. 637/57, as amended (L.G. 1959, p. 1084).

The new regulations, as previously, specify that appliances, apparatus and equipment approved or certified by the Canadian Gas Association, Canadian Standards Association, or Underwriters' Laboratories of Canada will be accepted, with the new proviso that they meet the requirements of authorized specifications or laboratory test requirements and any supplemental requirements adopted under the Gas Protection Act.

The regulations now also provide that appliances, apparatus or equipment, or assemblies of certified equipment for which it is not feasible or practical to obtain certification from recognized laboratories are subject to special inspection and test by the Gas Protection Branch. On approval, the Branch will so mark or label these items.

Alberta Workmen's Compensation Act

Alberta has issued, under the Workmen's Compensation Act, Alta. Reg. 329/61 relating to safety committees. Gazetted November 15, it amends Alta. Reg. 780/57.

The new regulation provides that every employer who employs ten or more workmen, but usually fewer than ten at any one place, must ascertain from the Board what type of safety supervision his operations require in lieu of safety committees. The employer is obligated to carry out the safety measures prescribed by the Board and to submit monthly reports to the Board in connection with these requirements.

As before, the general requirement applying to any employer of ten or more workmen is that a safety committee of not fewer than two members must be established.

British Columbia Boiler and Pressure Vessel Act

British Columbia has issued under the Boiler and Pressure Vessel Act comprehensive new regulations governing welding and the qualifications of welders. Gazetted on September 21 as B.C. Reg. 145/61, they supplement the more general provisions dealing with welding in B.C. Reg. 1/60 (L.G. 1960, p. 612).

The new regulations apply to all welding in connection with the construction, alteration, or repair of any boiler, pressure vessel or pressure piping subject to inspection, approval or registration under the Act.

They provide that no boiler, pressure vessel, or pressure piping to be used in the province may be constructed by welding unless its design has been approved and registered by the Chief Inspector. Pressure piping constructed, fabricated, or installed by welding in the province must comply with the requirements of these regulations.

A new licensing system has been introduced requiring the licensing of contractors (including self-employed welders) who weld boilers, pressure vessels or pressure piping. The Chief Inspector may grant a contractor's licence if an inspector reports that the applicant's premises are equipped and adequate, that he employs sufficient qualified welders and that his records and procedures are in order. The Chief Inspector may impose such limitations on the contractor's licence as he deems necessary and also may suspend or cancel a licence if the contractor fails to comply with the Act or regulations or with an inspector's order. He may not suspend a licence for more than one month, however, nor may he revoke a licence until he has given the contractor a hearing. If a licence has been revoked, the approval or consent of the Advisory Board is necessary before a new one may be granted.

The regulations now specifically state that the responsibility for the quality of the welding, the application of the correct procedure and the nature of the work done by his welder lies with the fabricator, that is, the contractor, manufacturer or other person who employs a welder or does welding on his own account.

A fabricator must arrange for a welding procedure qualification test and, if the inspector is satisfied that the procedure will produce sound welds that will meet the requirements of the A.S.M.E. or A.S.A. Codes, he must then arrange to have his welders tested using the approved procedure.

He is now permitted to accept, without a new test, a welder who has been qualified by another employer using the same or an equivalent welding procedure provided the essential variables are within the limits laid down in Section IX of the A.S.M.E. Code. The employer must, however, return the welder's certificate to the Chief Inspector and give the procedure number of the work that the welder will do. If the Chief Inspector considers the transfer satisfactory, he may issue a new certificate to the welder.

A fabricator may be granted authority to use one of four procedures, applicable to certain carbon steels, prescribed by the Department of Public Works and set out in appendices to the regulations.

The employer is now required to assign to each welder an identification number, letter or symbol to identify that welder's work, and to show this identification mark in a record which, as formerly, must contain information pertaining to his qualification tests. The employer is also obligated now to provide his welders with such equipment and assistance as may be required to comply with the new safety rules.

Additional obligations are now placed upon the welder. He must, as previously, be the holder of an unexpired welder's certificate. A welder is now expressly forbidden to do any welding by a process or in any position or with any classification of base metal or filler metal for which he has not been qualified. He also is required to conform strictly to the welding procedure provided by the fabricator. No self-employed welder may do any welding on any boiler, pressure vessel or pressure piping until such work has been authorized by an inspector and unless he holds a valid contractor's licence.

The new regulations contain specific provisions authorizing an inspector to inspect and test any boiler, pressure vessel, or pressure piping that has been welded, and to reject or condemn unsatisfactory work. He may also refuse to issue a certificate of inspection permitting operation and the Chief Inspector may cancel any certificate already issued if the welding has not been done properly or the welder is unqualified.

Provision is made for the issue of three types of certificate, Grade A, Grade P and provisional. A Grade A certificate permits the holder to do all types of welding under the Act, subject to whatever limitations are endorsed on the certificate. The holder of a Grade P certificate may weld pipe lines, distribution mains, gas mains, as well as pressure piping in gas compression stations, gas metering and regulating stations whenever the downhill welding technique can be used. A provisional certificate permits

the holder to weld on one specific job or type of work for the period and within the area stated on the certificate. An applicant for a provisional certificate may be required to take whatever qualification tests the Chief Inspector considers proper.

The holder of an existing welder's certificate may continue to do welding until his certificate expires, after which time he must apply for a retest.

The regulations set out offences in connection with welders' certificates. They also provide that the Chief Inspector may suspend, mark or cancel a welder's certificate as a result of the finding of a Coroner's inquest or for specified causes, including incapacity or negligence and several that involve failure to comply with the regulations.

The Chief Inspector may not revoke a welder's certificate until he has held a hearing, nor may he suspend it for more than 30 days. A welder whose certificate has been revoked may not be issued a new one unless the Advisory Board approves.

The regulations contain requirements with respect to welder's qualification tests. It is compulsory, as formerly, for a welder to apply annually to the Chief Inspector for a retest. He may, however, have his certificate renewed by the Chief Inspector, without a retest, for a further 12 months, if he submits documentary proof that he has been engaged in the installation and repair of boilers, pressure vessels and pressure piping for nine of the twelve months immediately preceding his application. Such a welder may not go longer than 24 months without a retest, however. On the recommendation of an inspector, the Chief Inspector may also waive the annual test if a welder has been engaged continuously in the manufacture of boilers and pressure vessels and his proficiency and quality of work are superior.

Tests may also be arranged on the jobsite at the employee's request. In addition, an inspector may request a welder to perform a test before a repair is made.

Where a welder fails a qualification test, he may take an immediate retest by making two test welds of each type for each position on which he has failed, all of which must pass the test requirements. If he fails the retest, he may take another test after he has had additional training or experience satisfactory to the Chief Inspector.

A new candidate for a Grade A welder's certificate or a person whose certificate has lapsed for three years must pass a written examination before he may take the practical test. The regulations specify the subject matter on which the written test will be based. The welder may select his practical test from those shown in the appendices to these regulations, or he may be tested in accordance with a fabricator's procedure that has been approved by the Chief Inspector. The test for a Grade P certificate must be in accordance with the A.S.A. Code B31-8-1958.

As well as taking the prescribed precautions against fire, the welder and the fabricator are required to see that electrical connections and cables are in good order.

Any defects are to be reported to the supervisor, who must have them remedied at once.

British Columbia Factories Act

December 26 was declared a public holiday for purposes of the British Columbia Factories Act by a proclamation gazetted November 16. This meant that, with certain exceptions, factories had to remain closed on that day and no persons could be employed on the premises except with the permission of an inspector.

British Columbia Gas Act

British Columbia has issued new regulations under the Gas Act respecting gas fitters, contractors and dealers. Gazetted as B.C. Reg. 164/61 on November 2, they supersede B.C. Reg. 142/58. The regulations, as previously, set out requirements relating to the licensing of gas fitters, control of contractors, dealer's records, and certificates of competency for inspectors.

There are two main changes in the new regulations. They now provide for a Grade One and a Grade Two licence for gas fitters, instead of the former general licence. They also set out the Advisory Board's responsibilities in recommending persons for a gas fitter's licence, specifying requirements to which the Board must adhere in assessing the qualifications of applicants.

Formerly, the holder of a general gas fitter's licence, working for a licensed contractor, could perform any of the duties of a gas fitter. Now, however, only the holder of a Grade Two licence is permitted to perform all the functions of a gas fitter.

The holder of a Grade One gas fitter's licence may install or repair appliances where the hourly input is less than 750,000 British thermal units or where the gas pressure in the piping to which the appliance is connected does not exceed five pounds per square inch, gauge. He may also install or repair any piping or appliance under the

supervision of a gas fitter who holds a Grade Two licence or with the written permission of the Chief Inspector.

The regulations now state that the Advisory Board must not recommend any person for a Grade One gas fitter's licence without proof that he has four years experience as a gas fitter, plumber, or pipe fitter, including his period of apprenticeship, and has passed the examination prescribed by the Board. (These requirements are similar to those previously applicable to candidates for the general gas fitter's licence.)

The Board must not recommend any person for a Grade Two gas fitter's licence unless he has held a Grade One licence for two years or is a professional engineer with two years' experience in the installation of appliances and has passed the prescribed examination.

The Board is now given control over the issue without examination of provisional gas fitters' licences entitling the holder to perform the functions endorsed on the licence. Previously, these licences could be issued at the discretion of the Chief Inspector.

Provisions in the new regulations requiring the registration of contractors are similar in purpose to the licensing requirements previously in effect. No contractor may install or repair gas equipment unless he has been issued a certificate of registration by the Chief Inspector. The contractor, as before, must furnish a guarantee bond for $2,000. If the contractor fails to comply with an inspector's order, the Chief Inspector may suspend his certificate of registration.

Requirements in connection with dealers' records are similar to former provisions. The dealer must keep a record of appliances sold, which must show the name and address of the purchaser, the place of installation and the type and model number. He must forward to the Chief Inspector, at the beginning of each quarter, records pertaining to the preceding three months' sales. The new regulations do not contain the former provision that prohibited a dealer from selling or offering for sale an appliance without the seal of a testing agency. The Gas Code, however, requires all appliances to have such a seal, and forbids their installation without it.

Most of the requirements relating to certificates of competency are similar to those which they replace, providing, as before, for the issue of Grade A, Grade B, and Grade T certificates. The holder of a Grade A certificate may be appointed an inspector or local inspector; of a Grade B certificate, a local inspector; and of a Grade T certificate, a local inspector only for the municipality where he was so employed before April 1, 1956, The annual renewal of certificates of competency is no longer required.

British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations issued its usual Christmas exemption order for the mercantile industry, permitting employees in retail stores to work two hours in excess of the daily limit fixed by the Hours of Work Act on any two days during the two-week period ending December 23, 1961. The order was gazetted November 30 as B.C. Reg. 176/61.

British Columbia Workmen's Compensation Act

The Logging Regulations under the British Columbia Workmen's Compensation Act, which constitute the safety code for the logging industry in that province, have been revised and re-issued as special regulations (B.C. Reg. 157/61), replacing Sections 800 to 908 in the General Accident Prevention Regulations (B.C. Reg. 394/59).

The new regulations contain ten main divisions: general rules, mobile yarding equipment, anchors, guys, rigging, falling and bucking, yarding and loading, signalling, transportation, and codes of signals.

Major changes have been made in provisions relating to yarding equipment and signalling. Several important requirements are now set out for a mobile yarder, defined as a portable device mounted upon wheels, tracks, or skids, and utilizing a vertical or generally vertical spar or tower to move logs by winch and lines. It is now necessary to affix to the base of the vertical spar or tower of each yarder a permanent notation stating: (1) the maximum diameter of mainline cables for which the unit is designed, the minimum size and number and placement of guylines, if required, and the placement and number of out-riggers, if required, which must be rigged to sustain the structure at the breaking strength of the main line or upon failure of any one guy-line or any one out-rigger; (2) the limits of the angle of yarding; (3) the limits of any auxiliary equipment which may be safely affixed to the mobile yarder; (4) the name, address, and qualification of the person or firm who provided the foregoing data.

The regulations also provide that unless a yarder bears the permanent notation referred to above, and is rigged to conform to the manufacturer's specifications, it must not be used.

A further provision requires that overhead protection and other appropriate barricades, so designed as to provide minimum interference with the operator's view, must be installed to protect the operator and controls of mobile yarders.

In addition, the regulations specify that, during movement of the mobile yarder, the spar or tower must be lowered or supported so that stability of the machine is not impaired.

With respect to signalling, the regulations now require that when signals are used to direct the operation of equipment, signal codes approved by the Workmen's Compensation Board must be used. All workmen who direct, operate, or are endangered by the movement of equipment must know the meaning of these signals.

Each movement of equipment must be preceded by signals that are clear to the operator of the equipment and to all workmen who might be endangered by it; if an operator does not clearly understand a signal he must act as though it was a stop signal. Audible signals must be audible to all workmen who might be endangered by the movement of equipment. If voice signals are used, the operator, before movement of the equipment, must repeat the signal so that it is clear to all persons who might be endangered.

The regulations provide that only a designated person may cause a signal to be given for the movement of equipment. He must ensure that no workman is endangered, not be otherwise occupied while he is directing the movement, and be prepared to signal to stop. Any person may cause a stop signal to be given.

The use of any signalling device that is defective or hazardous must be discontinued until it is properly repaired. All repairs ,alterations, or other adjustments to a signalling device must be made by a competent person.

The regulations further require that when a signalling device uses frequency tone or tones as part of the signal, their audio frequency must be marked on the outside of the case of the transmitter and receiver. An employer whose signalling device uses radio frequency transmission must, before using the equipment, ensure that it will not affect, or be affected by, any other signalling device already installed within a radius of ten miles.

The new regulations contain revised codes of signals for high-lead logging and for skidder operations, together with a new code of signals for vehicle operations.

A number of other new provisions have been incorporated into the regulations. One of these requires that, if it is impracticable to fell trees and snags within reach of landings, spars, or logging machines before yarding operations begin, a competent supervisor must direct other effective measures to protect the workmen. Pass lines must now be inspected before each use.

Fallers and buckers must, if possible, be so located as to be able to assist each other in case of injury, and have an appropriate means of signalling. Also, fallers and buckers are now required to stop the chain of power-saws when moving from cut to cut.

Another new provision obligates the faller to notify his immediate superior if a tree is not completely felled. The supervisor, in turn, must inform all workmen who might be endangered, and ensure that the tree is safely felled.

New Brunswick Labour Relations Act

An amendment to the rules of procedure of the New Brunswick Labour Relations Board dealing with the application of a union to replace another as bargaining agent before the normal time limits prescribed in the Act, approved by O.C. 61-1099, was gazetted November 8 to take effect from date of publication.

The Act provides that, except with the permission of the Board, a rival union may not apply for certification until 12 months after the date of certification of the bargaining agent if no collective agreement exists and, where a collective agreement is in force, not until 10 months of the term of the agreement have elapsed.

The new regulation sets out the procedure to be followed when such permission is desired and prescribes the form to be used. Besides stating the claim that it has as members a majority of the employees in the bargaining unit, the applicant must state the reasons why consent to apply should be granted. Any intervener in replying must specifically admit or deny each statement made by the applicant.

UNEMPLOYMENT INSURANCE

Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefit on October 31 up 17.2 per cent from end of September figure but down 18.6 per cent from total at end of October 1960. Month's rise in initial claims somewhat greater than in 1960*

Claimants† for unemployment insurance benefit on October 31 numbered 268,700. This number represented an increase of 39,500, or 17.2 per cent, over the 229,200 on September 29 but a decrease of 61,500, or 18.6 per cent, from the total of 330,200 at the corresponding date last year.

Eight out of ten of the additional claimants on October 31 were males.

Initial and renewal claims for benefit during October amounted to 158,100, compared with 122,000 in September and 178,200 in October 1960. The proportion of initial claims rose slightly to 61 per cent during October from 57 per cent in September. In October 1960 it was 58 per cent.

A rise in claims is usually associated with a more than proportionate increase in initial claims, but the increase in initial claims from September to October this year was somewhat greater than last year.

The average weekly number of beneficiaries was estimated at 173,300 for October, unchanged from September but almost 53,000 below the 225,900 estimated for October 1960.

Benefit payments totalled $17 million during October, $16 million in September, and $21 million in October 1960.

The average weekly benefit payment was $23.52 in October, $23.22 in September and $22.86 in October 1960.

Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October show that insurance books or contribution cards had been issued to 4,750,845 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1961.

See Tables E-1 to E-4 at back of this issue.

† A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

In a comparison of current unemployment insurance statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

At October 31, employers registered numbered 344,505, an increase of 1,124 since September 30.

Enforcement Statistics

During October, 10,041 investigations were conducted by enforcement officers across Canada. Of these, 6,750 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 139 were miscellaneous investigations. The remaining 3,152 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were begun in 162 cases, 43 against employers and 119 against claimants.* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,277.*

Unemployment Insurance Fund

Revenue received in October totalled $29,356,750.29 compared with $27,731,-622.92 in September and $30,246,976.09 in October 1960.

Benefits paid in October totalled $17,115,-047.91 compared with $16,082,314.72 in September and $20,650,922.40 in October 1960.

The balance in the Fund on October 31 was $154,737,081.07; on September 30 it was $142,495,378.69; and on October 31, 1960, it was $329,072,495.46.

*These do not necessarily relate to the investigations conducted during this period.

Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1891, October 5, 1961

(*Translation*)

Summary of the Main Facts: The claimant, a married woman with two young children, filed an initial application for benefit at the local office of the Unemployment Insurance Commission in Roberval, Que., on December 12, 1960, and was registered for employment as a salesclerk. She stated that she had worked as a secretary, at a salary of $18 a week, for the X... Co-opérative, in Ste. Hedwidge, Que., from May 2 to December 10, 1960, when the cheese factory was closed. She added that she was available for work and that her mother could look after the children.

On April 12, 1961, the local office notified the claimant of employment as a domestic servant in a private home, in Roberval, Que. It was a daytime job, at a salary of $18 for a week of about 54 hours. The distance from the place of employment to the claimant's home was eight miles and the cost of transportation by taxi was $2. The prevailing rate of pay in the district for this type of work was $15 a week.

The claimant refused this employment for the following reasons: "I refuse the employment that you have offered me. Servant in a private home, this work I have never done. My last job was secretary for the X . . . Coopérative."

The local office's comment was: "Other chances of employment unlikely."

On April 20, 1961, the insurance officer disqualified the claimant from receipt of benefit for the period from April 9, 1961 to May 20, 1961, under section 59(1) of the Unemployment Insurance Act, for having refused, without good cause, to apply for a situation in suitable employment after having been informed that such situation was vacant or was about to become vacant.

On April 27, 1961, the claimant appealed to a board of referees in a letter, which reads as follows:

> I appeal to the board of referees against the disqualification from receipt of unemployment insurance benefit. My reasons: first of all, I was offered employment as a servant in a private home, which work I have never done other than in my own home. I have worked as a secretary, grocery clerk and bakery assistant. In addition, this employment is situated outside of my locality and having two children I have to be at home in the evenings. Moreover, I believe that a servant's pay is about the same as I would have to give to have someone look after my children. It seems to me that I had a perfect right to receive unemployment insurance benefit.

The claimant was not present when the board of referees met at Alma on May 31, 1961. The majority of the board dismissed the appeal for the reasons that "the employment offered on April 12, 1961, as a domestic servant was at the same rate of pay as she had earned previously and that the place of work was only a distance of eight miles from her home, so, therefore, she should have at least given this work a trial and should have accepted it in view of the aforementioned circumstances, and perhaps the real reason for her refusal is that she is the mother of two children and that she could only be available by leaving her locality with difficulty."

The dissenting member of the board expressed the following opinion:

> The job offered on April 12, 1961, was not suitable for the following reasons:
>
> The claimant has never been a domestic servant, but she has worked as a secretary, as a grocery clerk, and as a baker's assistant.
>
> As this claimant resides in the vicinity of a large town in the region, Roberval, where she could obtain employment in her own line of work and as she would be able to return to her own home each evening to attend to her household work, as is mentioned in Exhibit 5, I am of the opinion that, for all of these reasons, the employment offered was not suitable and that the claimant had a good reason to refuse it.

The claimant filed an appeal with the Umpire on June 20, 1961, for the same reasons as she had given in her appeal to the board of referees and on the same grounds as contained in the statement of the dissenting member of the board of referees.

Considerations and Conclusions: Section 59(3) of the Act provides that after a lapse of a reasonable interval from the date on which an insured person becomes unemployed, employment other than that in his usual occupation is suitable "if it is employment at a rate of earnings not lower and on conditions not less favourable than those observed by agreement between employees and employers or, in the absence of any such agreement, than those recognized by good employers."

The claimant had been unemployed for four months when the local office notified her of the employment in question. That, in my opinion, is "a reasonable interval"

within the meaning of the above quoted section. As to the rate of pay, it was, according to the evidence on file, slightly higher than the prevailing rate in the district for that type of work.

The cost of transportation and the engaging of someone to look after the children were circumstances to which, according to the established jurisprudence, it was incumbent upon the claimant to find a solution which would conform with the conditions of the labour market in her district.

For these reasons, I decide to dismiss the claimant's appeal.

Decision CUB-1894, October 5, 1961

Summary of the Main Facts: The claimant, who resides at Reserve Mines, N.S., filed an initial application for benefit at the National Employment Office at Glace Bay, N.S., on April 25, 1960, and was registered for employment as a miner. According to the applicant, he had worked for the E . . . Coal Company, Glace Bay, N.S., from 1922 to April 23, 1960, when he became separated from his employment because of a mass layoff. He was employed as a miner at Colliery No. 20 and his rate of pay was $11.54 a day.

According to the claimant's "Unemployment Register," he worked intermittently after he filed his application for benefit on April 25, 1960.

In a Report of Possible Disqualification dated May 3, 1961, addressed to the insurance officer, the manager of the Commission's office in Glace Bay, stated:

> . . . During the week of 26 March, No. 20 Colliery did not work on Monday, 27 March, because of a snow storm which blocked all roads. The Colliery worked on 28, 29, 30 March, however, but the claimant did not report for work because, as he stated, he was snowed in.
>
> In payment interview on 7 April, 1961, [the claimant] was deducted 3 days, amounting to $15 for the days he did not report for work. This deduction he now questions, as can be seen by letter of 2 May . . .

The insurance officer notified the claimant by letter on May 4, 1961, that he was disqualified and that the benefit was suspended for the three days, March 28, 29 and 30, 1961, because he had not proved that he was unable to find suitable employment, as required by section 54(2)(b) of the Act, in that he did not report for work when work was available.

The claimant appealed to a board of referees and contended that he was unable to obtain transportation from his home to the colliery during the week of March 26 to April 1, 1961. According to the record, the claimant resides about six miles from the colliery.

A board of referees heard the case in Sydney, N.S., on May 24, 1961. The claimant was represented at the hearing by D. J. McIsaac, Sub-District Board Member, United Mine Workers of America. The board, by a unanimous decision, dismissed the appeal. The decision reads:

> . . . It is quite clear that the employer, because of weather conditions referred to above, did not expect the employees to report for work on 28, 29 & 30 March. It also follows that since he did not report for work, naturally he was not paid for those days. By the same reasoning, it would appear that on 28, 29 & 30 March, due to weather conditions in the area, the claimant would not be in a position to be available for any work that was offered to him. After reviewing the submissions and upon hearing Mr. McIsaac, the Board is of the opinion that the claimant has failed to prove that he was unable to obtain suitable employment on 28, 29 & 30 March, 1961. In other words, on the days in question there was work available for the claimant but due to circumstances over which he had no control, he was unable to accept the said employment . . .

District 26, United Mine Workers of America, of which the claimant is a member, appealed to the Umpire and stated:

> . . . During the weekend of March 25, 1961, the Glace Bay area was subjected to series of severe snow storms and on Sunday evening, March 26, another snow storm completely paralyzed all transportation and forced the mine operators to announce all of their mines would be unable to operate on Monday, March 27.
>
> On Tuesday, Wednesday and Thursday, March 28, 29 and 30, No. 20 Colliery, where [the claimant] is employed, worked with a reduced work force comprised mainly of workmen living adjacent to the colliery who walked to their work, and in other cases, workmen who were able to get transportation if living along the main town streets.
>
> [The claimant], living some six miles from his place of work, had no opportunity of getting transportation as the bus line conveying him and others in his community to and from work was rendered useless as the snow removal equipment was unable to cope with the snow problem from March 27th to March 31st, 1961 . . .
>
> We are of the opinion [the claimant] was unemployed within the meaning of the Act as he made every reasonable attempt to present himself for employment on the dates mentioned.

On behalf of the insurance officer, the Chief of the Adjudication Division of the Unemployment Insurance Commission submitted a statement of observations for consideration by the Umpire, which reads:

> 1. When the insurance officer made his decision on 4 May, 1961, the evidence that the claimant was not able to get to work consisted only of his own statement that he was snowed in and could not get transportation. The insurance officer was not impressed by this statement, particularly as the mine was operated on the three days involved and the other employees appeared to be at work. He, therefore, declared that the claimant was disqualified under Section 54 (2) of the Act because he had failed to

prove that he was unable to obtain suitable employment as required by paragraph (b) of this Section.

2. On the more detailed information given by the union representative at the hearing before the board of referees, the board was satisfied that the claimant was, in fact, unable to accept work on these three days. It could be argued that he was consequently unable to obtain suitable employment within the meaning of paragraph (b) of Section 54 (2) of the Act. However, as a consequence of this finding of fact, the board also found that the claimant was, in fact, not available for work as required by paragraph (a) of Section 54(2) of the Act.

3. This finding of the Board that the claimant was not available for work is in accordance with the jurisprudence established, as a claimant is not available for work if he is not able to avail himself immediately of any opportunity of suitable employment. The board of referees, having accepted the fact that the claimant was prevented from immediately accepting work, necessarily found as a consequence that he was not available for work.

4. On the facts in this case, it is clear that the claimant was not entitled to benefit for the three days in question, as he failed to meet the requirements of either paragraph (a) or paragraph (b) of Section 54 (2) of the Act.

In a letter dated August 25, 1961, addressed to the Manager of the National Employment Office, Glace Bay, N.S., D. J. McIsaac, Board Member of the United Mine Workers of America, stated:

...In the material a letter signed by Mr. G. I. Shearer [Chief of the Adjudication Division of the Commission] indicated any additional material the Union would like to submit would be included in the submission to the Umpire. We would like to make two additional observations that were not set out in detail in the original submission:

During the week in question, March 27 to March 30, No. 20 Colliery had a working force on the following basis... On Monday, March 27 the Colliery was completely idle due to the storm. On Tuesday, March 28, on the three shifts—namely 7 a.m. to 3 p.m.; 4 p.m. to 12 midnight; and 11 p.m. to 7 a.m.—the total shifts were 692. On Wednesday, March 29, the total for the same cycle was 826; and on Thursday, March 30, the total amount of shifts was 821. The normal number of shifts on the same schedule would be approximately 1,150 shifts for the complete cycle.

We are using these figures to show the storm blocked roads were responsible for the reduced work force at No. 20 Colliery where [the claimant] is employed.

We are enclosing a statement from Mr. G....., who operates a bus service in the area.

The statement from Mr. G..... reads as follows:

TO WHOM IT MAY CONCERN:

THIS IS TO CERTIFY that I, G....., run a regular bus service for the miners employed in No. 20 and No. 26 Collieries, [E..... Coal Co. Ltd.], Glace Bay, and that from March 27, 1961 to March 30, 1961, I was unable to operate due to a heavy storm and the roads in the area being impassable.

Considerations and Conclusions: The question at issue in the present case is not whether the claimant has proved that the weather conditions were such as to have prevented him from reporting at his regular place of employment on March 28, 29 and 30, 1961, but whether he has proved that those conditions were not so severe as to have precluded him from going to work elsewhere on those days.

As the evidence adduced by the claimant shows that the weather conditions were so severe, I consider that he has failed to prove that he was available for work within the meaning of section 54 (2) (a) of the Act on the days in question.

I consequently decide to dismiss the union's appeal.

Industrial Fatalities

(*Continued from page 41*)

of this year resulted in 42 deaths: 27 in metal mining, 8 in coal mining and 7 in non-metallic mineral mining.

The 20 fatalities in logging represented a decrease of 5 from the 25 recorded during the same period last year and an increase of 5 from the 15 listed during the second quarter of this year.

An analysis of the 231 fatalities during the third quarter (see chart page 42) shows that 69 (30 per cent) were caused by being "struck by" different objects: 50 were in the category "other" objects, 13 were caused by "moving vehicles" and 6 were the result of being struck by "tools, machinery, cranes, etc.". Forty-eight fatalities were caused by "falls and slips"; all but five were caused by falls to different levels.

Thirty-five fatalities were under the heading "collisions, wrecks, derailments, etc."; 19 involved automobiles and trucks, eight involved aircraft and four involved tractors and loadmobiles. Twenty-eight fatalities were the result of being "caught in, on or between". Of these, ten involved tractors and loadmobiles, machinery and hoisting and conveying apparatus were involved in five each and automobiles and trucks in four.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 88. In British Columbia, there were 44; in Quebec, 30, and in Alberta, 24.

During the quarter, there were 77 fatalities in July, 86 in August and 68 in September.

LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

Wage Schedules Prepared and Contracts Awarded during November

Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 247 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 125 contracts in these categories was awarded. Particulars of these contracts appear below. In addition 129 contracts not listed in this report and which contained the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Northern Affairs and National Resources and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	*No. of Contracts*	*Aggregate Amount*
Central Mortgage & Housing Corporation	1	$ 817.70
Defence Production	176	1,427,550.00
Post Office	5	200,731.00
Royal Canadian Mounted Police	3	29,768.25

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work. These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

Wage Claims Received and Payments Made during November

During November the sum of $2,557.66 was collected from nine contractors for wage arrears due their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 23 workers concerned.

Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

Department of Agriculture

near Elbow Sask: Sanderson & Elgert, construction of highway from Tichfield to No 15 Highway, South Saskatchewan River Project. *near Outlook Sask:* Peter Kiewit Sons Co of Canada Ltd, Al Johnson Construction Co of Canada Ltd, Poole Construction Co Ltd, construction of control shaft substructure for tunnels for South Saskatchewan River Dam.

Atomic Energy of Canada Limited

Chalk River Ont: F Sanzo & Co, masonry work, extension to library, Bldg 432.

Department of Citizenship and Immigration

Bruce Indian Agency Ont: Everett Brown, construction of three houses, Cape Croker IR. *Clandeboye Indian Agency Man:* Lorne W Lester, road construction, Brokenhead Indian Reserve. *Hobbema Indian Agency Alta:* Wetaska Construction Co Ltd, installation of public washrooms & renovations to Agency Office Bldg.

Central Mortgage and Housing Corporation

Gander Nfld: J A MacQuarrie, changes to electrical wiring of 110 housing units. *Summerside P E I:* Eastern Landscaping Co Ltd, site improvement for school extension (DND 4/59 & DND 5/60). *Greenwood N S:* M F Schurman Co Ltd, construction of school (DND 11/60) & school extension (DND 13/61). *Deep River Ont:* Flordia Landscaping Co, site improvement for staff hotel cafeteria (AECL 28/59). *North Bay Ont:* Bell City Contracting Co, clearing underbrush & small trees, urban Military Housing Project. *Shilo Man:* Inter-City Gas Ltd, relocation of gas lines at housing units (DND 4/61).

In addition, the Corporation awarded six contracts containing the General Fair Wages Clause.

Defence Construction (1951) Limited

Bagotville Que: North Shore Builders Ltd, extension of runway, RCAF Station. *Arnprior Ont:* Delphis Cote Ltd, reroofing of hangar, Airport. *Trenton Ont:* Power Line Construction Ltd, rehabilitation of electrical distribution system, No 6 Repair Depot. *Cold Lake Alta:* Fraser & Rice Construction Ltd. extension & modification to synthetic trainer bldg, RCAF Station. *Royal Roads B C:* Farmer Construction Ltd, alterations to Bldg No 6. *Whitehorse Y T:* Dawson & Hall Ltd, construction of three bldgs & alterations & addition to garage, Camp Takhini. *Various locations:* Eight contracts in the restricted category.

Building and Maintenance

Quebec City Que: Nordbec Construction Inc, warning siren installation. *Barriefield Ont:* H J Gascoigne Ltd, reroofing of Bldg B-38, RCEME School. *Niagara Falls, Port Colborne, Welland, Fort Erie, Chippawa, Ridgeway, Crystal Beach & Fonthill Ont:* Nager Electric (Canada) Ltd, warning siren installations. *Oakville, Georgetown, Bronte, Burlington & Milton Ont:* Black & McDonald Ltd, warning siren installations. *Fort Churchill Man:* Silverline Mfg Co Ltd, construction of two steel water tanks. *Victoria, Oak Bay, Esquimalt, Saanich, Sidney, Colwood, Shawnigan Lake, Sooke & Duncan B C:* Hume & Rumble Ltd, warning siren installations.

Department of Defence Production

Cornwallis N S: Victor Carter, replacement of windows, Bldgs 28, 55 & 56, HMCS *Cornwallis;* Chas Dargie & Son Ltd, repairs to floors of Bldgs Nos 12 & 41-1, HMCS *Cornwallis;* Hazelwood Bros, interior painting of Bldg 39-1, HMCS *Cornwallis;* Rodney Contractors Ltd, furring & cladding exterior walls of Bldgs ♯34-5 & 34-6, HMCS *Cornwallis. Shearwater N S:* Twin City Steeplejack & Building Maintenance Co, interior painting of Bldg ♯4, RCN Air Station. *Sydney N S:* Chappell's Ltd, roof repairs, Bldg No 6-1, Point Edward Naval Base; Eastern Co-Op Services Ltd, roof repairs, Bldg No 6-2, Point Edward Naval Base. *Camp Gagetown N B:* Richards-Wilcox Canadian Co Ltd, supply & installation of eight super-way doors, etc. *Dorval Que:* Eagle Paving Co Ltd, asphalt paving, Airport. *Valcartier Que:* Cara Development Corp Ltd, interior painting, Camp. *Esquimalt B C:* Pacific Sheet Metal Works Ltd, supply & installation of heating & ventilating systems in Bldg No 86A, Tri-Service Band School, HMCS *Naden. Royal Roads B C:* G H Wheaton Ltd, supply & installation of fire doors, etc.

In addition, this Department awarded 64 contracts containing the General Fair Wages Clause.

Department of Justice

Joyceville Ont: Leslie Stratford Cut Stone & Construction Co Ltd, construction of canning plant bldg ♯50, Joyceville Institution; Frost Steel & Wire Co Ltd, supply & installation of chain link security fence, Joyceville Institution.

National Harbours Board

Montreal Que: J G Fitzpatrick Ltd, construction of abutment & piers for additional ramp from St Helen's Island to Jacques Cartier Bridge; Standard Electric Co Inc, conduit installation, Section 3, Champlain Bridge. *Three Rivers Harbour Que:* Williams Construction Co Ltd, construction of extension, Shed No 10.

Department of Northern Affairs and National Resources

Cape Breton Highlands National Park N S: Delta Electric Co Ltd, construction of power distribution system including trailer outlets & street lighting, Broad Cove Campground. *Kootenay National Park B C:* C J Oliver Ltd, construction of administration bldg.

In addition, this Department awarded five contracts containing the General Fair Wages Clause.

Department of Public Works

St. John's Nfld: E Miller, alterations & addition, Marshall Bldg. *Ellerslie P E I:* Edmond A Arsenault, construction of marine railway. *Bailey's Brook N S:* Colin R MacDonald Ltd, wharf repairs. *Bedford Basin N S:* T C Gorman (Nova Scotia) Ltd, installation of rubber tired floating fenders, Bedford Institute of Oceanography. *Broad Cove Marsh N S:* Albert MacDonald, breakwater repairs. *Cape Breton Highlands National Park N S:* Trynor Construction Co Ltd, resurfacing of road, Effie's Brook to Neil's Harbour. *Halifax & area N S:* Streakless Window Services Ltd, cleaning windows of federal bldgs. *Halifax N S:* Mathews Conveyor Co Ltd, supply & installation of mechanical mail handling equipment, federal bldg. *La Have N S:* Mosher & Rawding Ltd, wharf reconstruction. *Malagash N S:* Colin R MacDonald Ltd, wharf improvements. *Parker's Cove N S:* Hampton Construction Co, breakwater repairs. *Pictou N S:* Ferguson Industries Ltd, replacement of boiler & boiler house. *West Arichat N S: Gerald* Forgeron, breakwater repairs. *Yarmouth N S:* Kenney Construction Co Ltd, harbour improvements. *Centreville N B:* G R Wort, construction of post office bldg. *Lameque N B:* Comeau & Savoie Construction Ltd,

repairs to North approach. *St George N B:* Clumac Construction Ltd, construction of RCMP detachment quarters. *West Saint John N B:* Maritime Waterproofing & Contracting Co Ltd, alterations & repairs, Customs & Immigration Bldg. *Grande Vallee Que:* Eloie Boulay, jetty reconstruction. *Lac Maurier Que:* G A Crowe Construction, construction of wharf. *Marieville Que:* Boulais & Freres, alterations & addition to federal bldg. *Montreal Que:* J R Robillard Ltd, construction of canteen, Customs & Immigration Bldg, 400 Youville Square. *Portneuf Que:* Construction Mauriceienne Inc, wharf improvements. *Quebec City Que:* Alfred Maron, Enr, disembarkment & tunnel exit waterproofing, Champlain Harbour Station platform. *Cobourg Ont:* Ruliff Grass Construction Co Ltd, construction of water gauge station. *Collingwood Ont:* Bermingham Construction Ltd, construction of mooring stations. *Innisfil Park Ont:* Con-Bridge Ltd, wharf repairs. *Kingston Ont:* Friendship Construction Co Ltd, replacement of windows, UIC Bldg. *Leamington Ont:* J S Thornton, renovations & alterations, old Federal Bldg. *Ottawa Ont:* Doran Construction Co (1960) Ltd, alterations to Blackburn Bldg; Proulx Electric, improvements to lighting system in certain areas of No 2 Temporary Bldg, Wellington St; Thos Fuller Construction (1958) Co Ltd, supply & installation of system of underground mains & hydrants, Eldorado Mining & Refining Ltd, Tunney's Pasture; A Bruce Benson Ltd, alterations to 4th floor, "C" wing, RCMP Headquarters. *Port Burwell Ont:* Dean Construction Co Ltd, construction of fishermen's wharf. *Toronto Ont:* Casmer J Dubiel, removal of ashes, garbage & waste paper from federal bldgs. *Jack River Man:* Kraft Construction Co Ltd, construction of school with Arts & Home Economics rooms (Norway House Indian Agency). *Blaine Lake Sask:* H P Friedrich, construction of post office bldg. *Choiceland Sask:* C M Miners Construction Co Ltd, construction of post office bldg. *Delisle Sask:* Horosko Construction Co Ltd, construction of post office bldg. *Duck Lake Sask:* Maguire Construction Ltd, construction of school & family residences, Duck Lake Agency. *Jansen Sask:* Holterman Construction, construction of post office bldg. *Lloydminster Sask:* Lloyd Construction Co Ltd, alterations to federal bldg. *Meadow Lake Agency Sask:* H D P Construction Ltd, construction of school with gymnasium & duplex residence, Beauval IRS. *North Portal Sask:* N J Kuster, construction of quarantine station for Department of Agriculture. *Regina Sask:* Beattie Ramsay Construction Co Ltd, renewal of water mains & affiliated works, RCMP barracks; McDiarmid Construction Ltd, alterations to Motherwell Bldg. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, cleaning interior of federal bldg. *Theodore Sask:* Kowalishen Construction, construction of post office bldg. *Jasper Alta:* Lance Construction Ltd, alterations & repairs to RCMP detachment quarters. *Jasper National Park Alta:* Crawley & Mohr Ltd, construction of Athabasca River Bridge & approaches, Mile 139.2, Banff-Jasper Highway. *Lesser Slave Lake Agency Alta:* St Laurent Construction Ltd, construction of school, Namew Lake. *Campbell River B C:* Franklin Electric Ltd, installation of light & power system on floats. *North Vancouver B C:* Coronation Construction Co Ltd, replacement of wood sash with aluminum sash, federal bldg. *Oliver B C:* Alexander Faulds, cleaning interior of federal bldg. *Prince George B C:* Thompson Construction Co Ltd, alterations to federal bldg. *Secret Cove B C:* Greenlees Piledriving Co Ltd, float renewal. *Surge Narrows B C:* L K Creelman Co Ltd, float reconstruction. *Vancouver B C:* McKenzie Barge & Derrick Co Ltd, improvements & repairs to North Arm Jetty, mouth of Fraser River.

In addition, this Department awarded 54 contracts containing the General Fair Wages Clause.

The St. Lawrence Seaway Authority

Beauharnois Que: Pentagon Construction Co Ltd, extension to upper south entrance wall, Upper Beauharnois lock, Central District, St Lawrence Seaway. *St Catharines Ont:* Duo-Temp (Niagara) Ltd, supply & installation of aluminum awnings for linesmen's bldgs, Welland Canal; Beamer-Lathrop Ltd, repair & modifiction of segmental & track girders of rolling lift bridges across Welland Canal; Drope Paving & Construction Co Ltd, paving, west canal road, Welland Canal.

Department of Transport

Bonavista Nfld: Davis Construction Ltd, improvements to station bldgs. *Egg Esland N S:* Graeme A Stuart, erection of steel lighthouse tower. *Halifax N S:* Steen Mechanical Contractors Ltd, provision of water supply main, sewage disposal main, steam main, extensions for TCA hangar & associated work, International Airport. *Alma Que:* Airport Installations Co, construction of lighting facilities, Airport. *LaPasse Dangereuse Que:* The

(*Continued on page 96*)

PRICES AND THE COST OF LIVING

Consumer Price Index, December 1961

The consumer price index (1949=100) rose 0.1 per cent to 129.8 from 129.7 between November and December 1961.*.

Increases in the component indexes for food, housing, and health and personal care offset decreases in the clothing and transportation indexes. The recreation and reading, and tobacco and alcohol indexes were unchanged.

For the year 1961, the index averaged 129.2, up by 0.9 per cent from the 1960 average of 128.0.

The food index rose 0.7 per cent to 124.5 from 123.6, as price increases occurred for beef, chicken, turkey and most fresh fruits and vegetables. Lower prices were reported for eggs, grapefruit, pork and powdered skim milk.

The housing index increased 0.1 per cent to 133.8 from 133.7 as both the shelter and household operation components were at slightly higher levels. In shelter, the rent index was unchanged and the home-ownership index was up 0.3 per cent. In household operation, the increase of 0.1 per cent reflected higher prices for furniture, floor coverings and textiles.

The clothing index declined 0.3 per cent to 113.7 from 114.0 as a result of lower prices for some items of men's, women's and children's wear, footwear and clothing services.

The transportation index declined 0.3 per cent to 141.1 from 141.5 as a result of lower gasoline prices in several cities.

The health and personal care index increased 0.1 per cent to 156.8 from 156.7; the health care component was up but the personal care component was unchanged. In health care, higher premiums in one province for pre-paid medical care were responsible for the upward movement.

The recreation and reading, and tobacco and alcohol indexes were unchanged at 146.3 and 117.3, respectively.

City Consumer Price Indexes, November 1961

Between October and November consumer price indexes (1949=100) for the ten regional cities experienced mixed movements: four increased, five decreased, and the other remained unchanged.* Increases ranged from 0.2 per cent in Winnipeg to 0.4 per cent in Halifax and Vancouver; decreases ranged from 0.1 per cent in St. John's to 0.5 per cent in Toronto. The index for Saint John was unchanged.

Food indexes declined in all cities except Halifax and Montreal where increases of 0.7 per cent and 0.5 per cent respectively occurred. Decreases ranged from 0.1 per cent in Vancouver to 1.6 per cent in Ottawa. Shelter indexes were higher in seven cities, lower in two, and unchanged in the remaining one. Clothing indexes rose in six cities while remaining constant in four. Household operation indexes were higher in five cities, lower in one, and unchanged in the other four. There were eight higher indexes and two indexes unchanged in the other commodities and services group.

Regional consumer price index point changes between October and November were as follows: Toronto —0.6 to 131.9; Saskatoon-Regina —0.4 to 126.4; Ottawa —0.3 to 131.8; Edmonton-Calgary —0.3 to 125.7; St. John's —0.1 to 116.4†; Halifax +0.5 to 129.7; Vancouver +0.5 to 130.1; Montreal +0.4 to 130.8; Winnipeg +0.2 to 128.9. Saint John remained unchanged at 130.8.

Wholesale Price Indexes, November 1961

The general wholesale price index (1935-39=100) remained unchanged at 235.3 between October and November 1961 as five group indexes rose slightly and three declined. In November 1960 the index was 229.9.

Group indexes that increased were: vegetable products, from 205.2 to 205.3; textile products, from 235.8 to 236.0; wood products, from 307.4 to 308.4; non-metallic minerals, from 185.5 to 185.8; and chemical products, from 189.8 to 190.0.

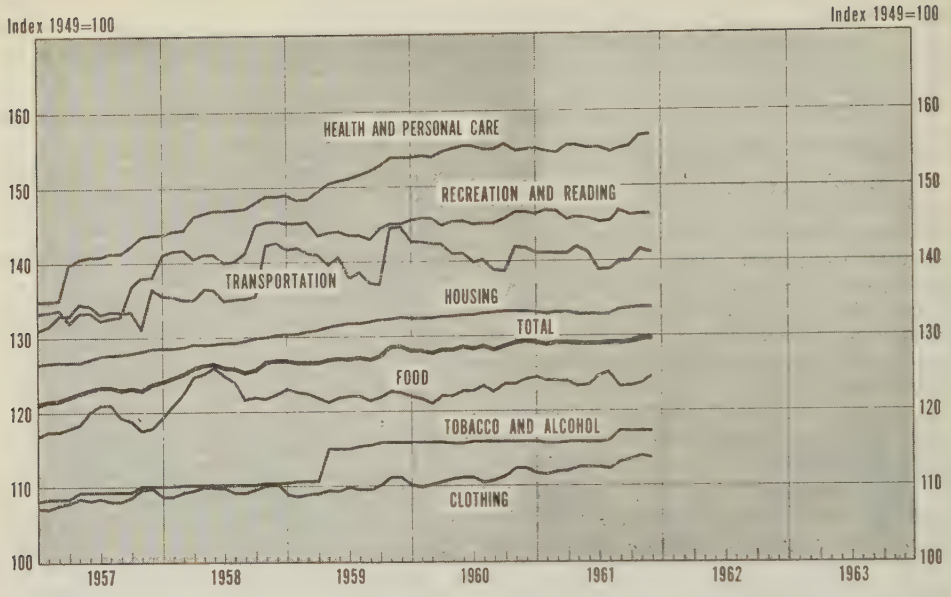
Indexes that decreased were: animal products, from 256.6 to 256.5; iron products, from 258.8 to 257.9; and non-ferrous metals, from 186.9 to 186.2.

The non-residential building materials price index (1949=100) moved up from 130.5 to 130.6 between October and November. The residential building materials price

See Table F-1 at back of book.

See Table F-2 at back of book.

† On base June 1951=100.



index (1935-39=100) rose from 291.4 to 292.4; on the 1949 base, from 127.8 to 128.2.

U.S. Consumer Price Index, November 1961

The United States consumer price index (1947-49=100) declined slightly between mid-October and mid-November 1961, moving from a record 128.4 to 128.3. In November 1960 it was 127.4. The most important factor in the decline during the month was a half-point drop in food prices.

The U.S. Bureau of Labour Statistics has announced that it would shift the index from the present 1947-49 base to a 1957-59 base, beginning with the report on the mid-January index.

U.K. Index of Retail Prices, October 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 115.5 to 115.7 between mid-September and mid-October; the month before it had declined from 115.7 to 115.5. In October 1960 it was 111.4.

During the month, increases in prices of housing, many goods, and services—transportation, theatre admissions, hairdressing, laundering—outweighed declines in food prices; the food index dropped almost 0.5 per cent.

Collective Bargaining Review

(*Continued from page 26*)

negotiations with the **Brotherhood of Locomotive Engineers,** and that the boards' recommendations would be implemented January 1, 1962. The board reports suggested an increase of 6½ per cent in engineers' wages over a three-year period and reductions in arbitrary allowances for duties made obsolete by diesel engines. The union committee, which had been seeking a 15-per-cent increase in basic rates, arbitraries and special allowances, did not accept the majority reports and went forward with a strike vote, which was expected to be completed late in January.

On December 21, the 15 unions representing 110,000 **non-operating railway employees** presented their demands to the **C.N.R.** and **C.P.R.** They were seeking a two-year contract with a wage increase of approximately 22 cents an hour and a job security formula that would limit any reduction in the number of employees with five or more years' seniority to 1 per cent a year. For employees with less seniority, the unions proposed an S.U.B. plan.

During the month, **Canada Cement** signed a two-year contract with the **Cement Workers,** thus ending a strike against four plants in Ontario and Quebec.

Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students may apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 159

Automation

1. BRIGHT, JAMES RIESER. *Myths and Fallacies of Automation.* New York, Society of Automotive Engineers, 1957. Pp. 21.

Paper presented at the Annual Meeting of the Society of Automotive Engineers, Detroit, January 14-18, 1957.

The author studied the experiences of "13 highly automatic production systems in a variety of industries." Examines eight statements that are often made about automation and points out that the statements are not wholly true.

2. GOVERNOR'S CONFERENCE ON AUTOMATION, HARVARD UNIVERSITY, 1960. *Governor's Conference on Automation, Graduate School of Business Administration, Harvard University, June 2 and 3, 1960.* [Boston? 1960] Pp. 40.

Conference was called by Governor Foster Furcolo of Massachusetts. Speakers represented management, labour and government.

Business

3. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Chartbook of Current Business Trends.* 1961 ed. rev. New York, 1961. Pp. 28.

4. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Managing Company Cash,* by Norman E. Pflomm. New York, 1961. Pp. 123.

Describes several tested ways of using cash more efficiently and thus reducing operating costs and working capital requirements.

Canada at Work Broadcasts

The following nine talks were sponsored and published by the Federal Department of Labour in Ottawa in 1961.

5. BLACKBURN, GEORGE G. *Education and Employment.* 5 parts.

The speaker, Director of Information of the Federal Department of Labour, emphasized the need for students to acquire as much education as possible to secure a satisfactory position upon graduation.

6. CAMPBELL, IAN. *Barriers can disappear.* Pp. 5.

The speaker, National Co-ordinator of Civilian Rehabilitation, Federal Department of Labour, and Chairman of the Interdepartmental Committee on Older Workers, talked about the older worker in industry.

7. CANADA. DEPARTMENT OF LABOUR. *Education and training.* Pp. 4.

A talk by the Prime Minister, Mr. Diefenbaker, on the important place of education and training today and in the future, followed by a talk by G. G. Blackburn.

8. CANADA. DEPARTMENT OF LABOUR. *A Matter of Progress.* [*A Dramatized Play on Discrimination*]. Pp. 7.

9. DOUSE, H. L. *Let's eliminate Age Barriers in hiring.* Pp. 5.

The speaker, who is Chief of the Division on Older Workers of the Federal Department of Labour and Secretary of the Interdepartmental Committee on Older Workers, suggested how age barriers in hiring might be eliminated.

10. FORD, I. W. *It pays to graduate.* Pp. 4.

A talk about the importance of high school students' getting all the education and training they can.

11. MURCHISON, C. A. L. *National Employment Service and the Older Worker.* Pp. 4.

The speaker, a Commissioner of the Unemployment Insurance Commission in Ottawa, told what the National Employment Service is doing to place older workers in jobs.

12. SUTHERLAND, W. L. *It pays to graduate.* Pp. 4.

The speaker, who is general personnel manager of Massey-Ferguson Ltd., told why a high school student should graduate.

13. THRASHER, RICHARD DEVERE. *Commonwealth Technical Training Week.* Pp. 4.

The speaker, who is Parliamentary Secretary to the Minister of Labour, talked about the objectives of Commonwealth Technical Training Week, which publicizes the need of young people to get as much education as possible before leaving school.

Economic Conditions

14. BRITISH COLUMBIA. BUREAU OF ECONOMICS AND STATISTICS. *The Kamloops Region; an Economic Survey, May, 1961.* Victoria, 1961. Pp. 68.

Contents: Synopsis of Major Economic Opportunities in the Kamloops Region. Transportation. Retail and Wholesale Trade. Electric Power. Recreation. Agriculture. Oil and Natural Gas Development. Mining. Forestry. Manufacturing.

15. REGINA. INDUSTRIAL DEVELOPMENT DEPARTMENT. *A Report of the Economic Development of the City of Regina.* Regina, 1961. Pp. 13.

Partial Contents: Population. Industrial Growth. Construction. Income Distribution. Cultural, Educational and Social Centre. Geographical Area served by Regina.

Employees' Benefit Plans

16. U.S. Bureau of Labor Statistics. *Health and Insurance Plans under Collective Bargaining; Life Insurance and Accidental Death and Dismemberment Benefits, Early Summer 1960.* Washington, GPO, 1961. Pp. 23.

17. U.S. Bureau of Labor Statistics. *Health and Insurance Plans under Collective Bargaining; Major Medical Expense Benefits, Fall 1960.* Washington, GPO, 1961. Pp. 80.

"This study of major medical benefit features of health and insurance plans under collective bargaining, based on an analysis of 300 selected plans . . ."

Industrial Disputes

18. Crook, Wilfrid Harris. *Communism and the General Strike.* Hamden, Conn., Shoe String Press, 1960. Pp. 483.

Discusses many general strikes, economic, political and revolutionary, such as the Seattle and Winnipeg Strikes of 1919, the British General Strike of 1926, the San Francisco Longshoremen's Strike of 1934, and others. Also shows how the Communist Party has used the general strike for its own purposes.

19. U.S. Bureau of Labor Statistics. *The Dimensions of Major Work Stoppages, 1947-59.* Washington, GPO, 1961. Pp. 41.

A study of work stoppages involving 10,000 or more workers during the period 1947 to 1959.

Job Analysis and Specification

20. Currie, Russel Mackenzie. *Work Study.* With a foreword by Ewart Smith. London, Pitman [1960, c1959] Pp. 232.

This book is based on the author's experience and knowledge gained as Head of the Central Work Study Department of Imperial Chemical Industries Limited of Great Britain. This book is intended as a basic book on the subject covering all aspects of work study techniques.

21. Roff, H. E. *Job Analysis,* by H. E. Roff and T. E. Watson. London, Institute of Personnel Management, 1961. Pp. 40.

This booklet attempts "to give a brief summary indicating where further information can be found; to indicate the importance of job analysis as a tool of personnel management; and to include some comments on practical points that are not easily found elsewhere."

Labour Laws and Legislation

22. International Association of Governmetal Labor Officials. *Labor Laws and their Administration. Proceedings of the 43rd Convention of the International Association of Governmental Labor Officials, held in Detroit, Mich., Aug. 29-Sept. 1, 1960.* Washington, GPO, 1961. Pp. 182.

23. Spielman, Lester. *The Taft-Hartley Law: its Effect on the Growth of the Labor Movement.* New York, International Ladies' Garment Workers' Union, 1961. Pp. 27.

The author claims that labour union growth has been slower in the U.S. than in Canada in recent years. He blames the Taft-Hartley law for this slowdown in the U.S.

24. U.S. Women's Bureau. *State Hour Laws for Women.* Rev. ed. Washington, GPO, 1961. Pp. 105.

Covers the provisions of State hour laws for women as of October 1, 1960. Contains an analysis of the laws regulating daily and weekly hours of work, day of rest, meal and rest periods, and nightwork.

Labour Supply

25. Interstate Conference of Employment Security Agencies. *Proceedings of the Twenty-Fourth Annual Meeting, October 2-5, 1960, Las Vegas, Nevada.* [Washington, Dept. of Labor, 1961?] Pp. 144.

26. U.S. Bureau of Employment Security. *Handbook on defining Labor Market Areas.* Washington, GPO, 1960. Pp. 33.

27. U.S. Department of Labor. *Our Manpower Future, 1955-65; Population Trends, Their Manpower Implications.* Washington, GPO, 1957. Pp. [32].

Pensions

28. Ontario. Committee on Portable Pensions. *Second Report.* August, 1961. [Toronto, Department of Economics? 1961] Pp. 146.

Reviews many phases of the Committee's inquiry into pensions and their portability. Gives the background information used by the Committee in making its report.

29. Pilch, Michael. *Pension Schemes,* by Michael Pilch and Victor Wood. With a foreword by Lord Beveridge. London, Hutchinson, 1960. Pp. 222.

Covers both insured and non-insured pension schemes. Tells how to start a new pension scheme or how to alter an existing one. Discusses industrial and British civil service pension plans.

Professional Workers

30. Armsby, Henry Horton. *Trends in Engineering Education, 1949 to 1959.* Washington, GPO, 1961. Pp. 67.

An attempt to sum up the more important changes in engineering education over a ten-year period, and in some cases to look ahead for two years. This study is based on replies to a questionnaire supplied by 175 institutions.

31. Conference on Scientific Manpower. 9th, New York, 1960. *Scientific Manpower, 1960; Papers of the Ninth Conference on Scientific Manpower. Symposium on Sociology and Psychology of Scientists.* Washington, GPO, 1961. Pp. 52.

Two topics are considered: Developing Student Interest in Science and Engineering; Sociology and Psychology of Scientists.

32. Engineering Institute of Canada. *Engineering Careers in Canada.* 1960-61 Edition. Montreal, 1961. Pp. 90.

Wages and Hours

33. Alberta. Bureau of Statistics. *Salary and Wage Rate Survey, Alberta. 1 May 1961. Range of Wages, Weighted Averages and Medians by Size and Type of Firm, Alberta and Four Major Cities.* Edmonton, 1961. Pp. 104.

34. British Columbia. Bureau of Economics and Statistics. *Salary and Wage Rate Survey, July 1961. A Study of Salary and Wage Rates in Selected Clerical, Professional and Trade Occupations in Business and Industrial Establishments in Four Regions: Metropolitan Vancouver, Metropolitan Victoria, Southern Interior, Northern Centres.* Victoria, 1961. Pp. 34.

35. Segal, Martin. *Wages in the Metropolis: Their Influence on the Location of Industries in the New York Region.* Cambridge, Mass., Harvard University Press, 1960. Pp. 211.

Contents: Wages and Skills as Locational Factors. Skill, Productivity, and Unionization. Wages and Fringe Benefits. Postwar Trends in Wages. Pressure from within the Region. The Wage Factor and the Region's Future.

36. Stajner, R. *Distribution of Income in Enterprises.* Belgrade, Editorial Office of the Yugoslav Trade Unions, 1961. Pp. 54.

Describes how income is distributed in Yugoslavia.

37. U.S. Bureau of Labor Statistics. *Salary Trends: City Public School Teachers, 1925-59.* Washington, GPO, 1961. Pp. 25.

38. U.S. Bureau of Labor Statistics. *Salary Trends: Federal Classified Employees, 1939-60.* Washington, GPO, 1961. Pp. 38.

39. U.S. Bureau of Labor Statistics. *Wage Structure: Cotton Textiles, August 1960.* Washington, GPO, 1961. Pp. 62.

40. U.S. Bureau of Labor Statistics. *Wage Structure: Synthetic Textiles, August 1960.* Washington, GPO, 1961. Pp. 50.

Women

41. National Council of Women of Canada. *Year Book, 1961.* Ottawa, 1961. Pp. 135.

42. U.S. Women's Bureau. *Careers for Women in the Biological Sciences.* Washington, GPO, 1961. Pp. 86.

Partial Contents: Who are the Employers? Types of Work Activity. Nature of the Jobs. Preparation for a Career. Earnings and Other Work Factors. Finding Employment.

43. U.S. Women's Bureau. *Life Insurance Selling; Careers for Women as Life Underwriters.* Washington, GPO, 1961. Pp. 35.

Contents: The Life Insurance Industry. Women in Life Insurance. Some Facts about Life Underwriters. Requisites for Success in the Field. Income and Methods of Compensation. Hours of Work. Place of Employment and Working Arrangements. Outlook and How to get started. Training Opportunities and Advancement. Life Underwriters Organizations.

Miscellaneous

44. Bureau of Railway Economics, Washington, D.C. *Railroad Transportation, a Statistical Record, 1921-1959.* Washington, 1960. Pp. 39.

45. Great Britain. Central Office of Information. Reference Division. *Social Work in Britain.* London, 1961. Pp. [98]

Discusses social work as it applies to people at home, people at work, the sick and disabled, children and adolescents, the aged, delinquents, and recruitment and training of social workers.

46. Great Britain. Ministry of Education. *Handbook of Workshop Calculations.* [Rev. ed.] London, HMSO, 1942 (Reprinted 1960). Pp. 53.

47. Grizzle, Stanley G. *Discrimination; our Achilles Heel?* Ottawa, Queen's Printer, 1961. Pp. 7.

Text of a broadcast given on the Federal Department of Labour's radio series, "Canada at Work." Mr. Grizzle is Secretary-Treasurer of the Toronto C.P.R. Division, Brotherhood of Sleeping Car Porters, and has worked actively for equal rights for people of all races and creeds.

48. U.S. Interdepartmental Committee on Children and Youth. *Programs of the Federal Government affecting Children and Youth; a Summary.* [Rev. ed.] Washington, GPO, 1961. Pp. 95.

The U.S. Interdepartmental Committee on Children and Youth includes representatives of Federal agencies conducting programs that affect the well-being of children. This book contains descriptions of the various departmental and agency programs.

49. U.S. President's Committee on Employment of the Physically Handicapped. *Minutes, Annual Meeting, April 27 and 28, 1961, Washington, D.C.* Washington, GPO, 1961. Pp. 126.

50. Workshop on Aging, Toronto, 1961. *Community Councils and Committees on Aging.* [Proceedings] Toronto, Ontario Society on Aging, 1961. 1 volume (various pagings). Workshop held March 25, 1961.

The Workshop studied the role of the community council or committee having to do with aging and "the role of the older person as planner and as effective participant in services and projects designed for his age group."

Women's Bureau Issues Publication on Vocational Training for Girls

In today's changing world, "new types of work that require special knowledge and skills are opening up," states the foreword to a new publication of the Women's Bureau, Department of Labour.

"The world of work holds challenge and opportunity for girls who are ready to get the necessary education and training."

The new publication, *Vocational and Technical Training for Girls,* lists and describes the various courses of vocational and technical training suitable for girls that are offered by Canadian educational institutions at the high school, post high school and trade school levels of education.

"The information brought together in this publication," the foreword says, "may help to open some new doors and encourage further searching for kinds of instruction that will meet individual needs and interests. At the same time in a broader context the publication may be a reminder that adequate vocational preparation is a prerequisite for all other action aimed at bettering the condition and status of women workers."

Copies of the booklet may be obtained free from the Women's Bureau, Department of Labour, or from the Queen's Printer, Ottawa (Catalogue No. L38-1661).

Labour Conditions in Government Contracts

(*Continued from page 90*)

Tower Co (1961) Ltd, construction of NDB Bldg & related work. *Quebec Que:* Alphonse Morency & Fils Ltee, revisions to heating system, Air Terminal Bldg, Airport. *Ste-Ann-de-Bellevue Que:* Presure Concrete Services Ltd, repair of lower guide pier, Ste Anne Canal. *Balmoral Man:* Surety Construction Co Ltd, construction of non-directional beacon bldg. *Winnipeg Man:* Tallman Construction Co Ltd, construction of storm drainage, Air Terminal Bldg, International Airport; Commonwealth Construction Co Ltd, construction of road, International Airport. *Saskatoon Sask:* Modern Building Cleaning Service of Canada Ltd, cleaning of Air Terminal Bldg, Airport. *Cape St James B C:* D Robinson Construction (1952) Ltd, construction of two double dwellings, power house, pumphouse, fresh water supply system, etc.

ILO Governing Body

(*Continued from page 48*)

evidence in support of it. These particulars will be communicated to the Liberian Government as soon as received along with a request that it make its observations available to the ILO by February 10 at the latest. The two Governments will be represented at the next session of the Governing Body, during which the Governing Body will decide whether the matter should be referred to a Commission of Inquiry.

Report of Board

(*Continued from page 68*)

These proposals were put forward and both parties preferred that a formal report be submitted in order to comply with the Act and that they then deal directly with each other.

We are, therefore, making no specific recommendations other than to suggest that this report be distributed to the parties forthwith and that they resume direct negotiations.

Dated at Hamilton this 25th day of October, 1961.

All of which is respectfully submitted.

(*Sgd.*) H. C. ARRELL,
Chairman.

(*Sgd.*) M. O'BRIEN,
Member.

(*Sgd.*) PAUL SIREN,
Member.

LABOUR STATISTICS

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A—Labour Force

TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 11, 1961

(Estimates in thousands)

Source: DBS Labour Force Survey

—	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force	6,504	589	1,810	2,393	1,131	581
Men	4,745	444	1,343	1,697	829	432
Women	1,759	145	467	696	302	149
14—19 years	588	65	194	185	104	40
20—24 years	810	84	267	262	136	61
25—44 years	2,975	246	831	1,121	503	274
45—64 years	1,912	171	472	737	344	188
65 years and over	219	23	46	88	44	18
Employed	6,155	538	1,698	2,294	1,082	543
Men	4,454	397	1,248	1,619	788	402
Women	1,701	141	450	675	294	141
Agricultural	629	53	130	153	272	21
Non-Agricultural	5,526	485	1,568	2,141	810	522
Paid Workers	5,037	436	1,422	1,979	734	466
Men	3,504	311	1,009	1,359	485	340
Women	1,533	125	413	620	249	126
Unemployed	349	51	112	99	49	38
Men	291	47	95	78	41	30
Women	58	4	17	21	8	8
Persons Not in the Labour Force	5,585	631	1,637	1,843	934	540
Men	1,273	165	359	393	219	137
Women	4,312	466	1,278	1,450	715	403

TABLE A-2— UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

—	November 1961	October 1961	November 1960
Total unemployed	349	318	429
On temporary layoff up to 30 days	18	13	28
Without work and seeking work	331	305	401
Seeking full-time work	307	280	380
Seeking part-time work	24	25	21
Seeking under 1 month	106	95	127
Seeking 1—3 months	122	102	158
Seeking 4—6 months	45	47	62
Seeking more than 6 months	58	61	54

B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

($ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals[1]						
	Mining	Manufacturing	Transportation, Storage and Communication[2]	Forestry	Construction	Public utilities	Trade	Finance Services (including Government)	Supplementary Labour income	Totals [3]
1956—Total	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
October	45.7	437.5	151.2							1,599.8
November	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December	44.3	422.6	144.7							1,529.4
1961—										
January	44.2	420.0	140.5							1,494.3
February	44.4	424.4	142.0	62.1	278.7	81.8	656.5	1,327.4	235.7	1,502.3
March	44.5	427.1	142.5							1,510.1
April	43.2	431.5	145.4							1,536.2
May	45.7	443.1	151.1	62.4	356.0	84.6	679.2	1,382.0	242.3	1,592.7
June	46.2	458.1	162.9							1,659.2
July	46.2	451.7	164.6							1,651.5
August	46.3	460.0	160.2	75.4*	439.1*	87.6*	691.0*	1,393.7*	248.2*	1,667.7
September*	46.3	465.2	160.0							1,693.0
October†	46.3	463.6	157.3							1,680.7

[1] Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

[2] Includes post office wages and salaries.

[3] Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

* Revised.

† Preliminary.

C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees-at October 1961 employers in the principal non-agricultural industries reported a total employment of 2,920,964. Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES

(1949–100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite			Manufacturing		
	Index Numbers (1949–100)[1]		Average Weekly Wages and Salaries	Index Numbers (1949–100)		Average Weekly Wages and Salaries
	Employment	Average Weekly Wages and Salaries		Employment	Average Weekly wages and Salaries	
			$			$
Averages						
1955	112.9	142.1	61.05	109.8	144.4	63.48
1956	120.7	150.0	64.44	115.8	151.7	66.71
1957	122.6	158.1	67.93	115.8	159.1	69.94
1958	117.9	163.9	70.43	109.8	165.3	72.67
1959	119.7	171.0	73.47	111.1	172.5	75.84
1960						
October	121.5	178.3	76.60	109.6	179.6	78.95
November	119.7	177.9	76.43	108.1	180.0	79.16
December	114.8	175.0	75.18	104.1	177.2	77.92
1961						
January	111.6	179.2	77.00	104.3	181.1	79.65
February	111.0	181.1	77.80	104.6	182.5	80.24
March	111.1	180.7	77.64	104.9	182.8	80.36
April	112.6	181.8	78.12	105.4	184.1	80.95
May	117.2	181.6	78.00	108.4	183.6	80.72
June	121.3	182.8	78.55	111.2	184.6	81.17
July	122.5	182.1	78.24	110.9	182.7	80.34
August	123.9	182.2	78.27	113.1	182.9	80.42
September*	123.3	183.3	78.75	112.8	184.6	81.15
October†	122.8	184.0	79.06	112.1	186.0	81.77

[1]Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing, (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

*Revised.

†Preliminary.

TABLE C-2 –AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960
Provinces				$	$	$
Newfoundland	147.1	142.8	151.4	69.91	71.11	69.41
Prince Edward Island	147.5	149.7	144.8	56.56	55.79	53.73
Nova Scotia	98.2	99.1	97.9	64.29	64.13	63.33
New Brunswick	111.1	112.5	108.1	63.00	62.35	62.67
Quebec	124.0	124.7	124.2	75.85	75.15	73.71
Ontario	122.2	122.7	121.8	81.46	81.82	79.58
Manitoba	115.2	116.2	115.9	74.46	73.99	72.76
Saskatchewan	131.9	132.8	134.0	75.14	74.50	73.42
Alberta (including Northwest Territories)	163.3	166.0	159.8	82.67	81.66	78.18
British Columbia (including Yukon)	117.8	118.9	118.9	86.02	84.08	83.63
Canada	**123.2**	**123.9**	**123.1**	**78.73**	**78.27**	**76.55**
Urban Areas						
St. John's	150.8	145.2	143.8	57.17	58.11	55.12
Sydney	80.9	76.1	96.0	74.58	75.79	76.71
Halifax	124.6	123.6	117.9	65.72	66.23	62.28
Moncton	108.7	109.3	101.9	61.36	60.74	60.41
Saint John	110.1	108.9	107.0	63.28	62.77	63.72
Chicoutimi-Jonquiere	113.3	116.0	120.7	96.15	95.96	95.62
Quebec	120.0	120.1	112.6	68.05	67.35	65.20
Sherbrooke	111.7	109.7	104.6	66.31	65.17	64.04
Shawinigan	107.5	109.5	109.9	83.66	86.44	83.12
Three Rivers	115.6	116.6	113.2	74.76	73.49	72.69
Drummondville	83.3	80.4	78.4	62.31	63.22	61.42
Montreal	126.2	125.8	125.5	77.95	77.23	75.32
Ottawa — Hull	133.6	135.5	127.0	73.76	73.28	71.93
Kingston	119.0	122.2	112.9	77.39	77.89	74.92
Peterborough	90.8	90.5	93.6	87.29	85.41	85.27
Oshawa	119.3	158.3	165.4	87.05	92.85	90.14
Toronto	134.6	134.9	131.4	82.49	82.51	80.08
Hamilton	110.2	110.3	111.4	88.02	87.57	85.06
St. Catharines	112.5	109.8	111.6	87.70	89.49	85.91
Niagara	113.8	108.7	113.3	78.08	77.17	76.38
Brantford	80.7	82.5	79.3	72.73	73.35	71.68
Guelph	124.2	125.2	122.7	74.08	74.33	71.35
Galt	106.6	108.9	119.7	71.22	70.77	69.22
Kitchener	125.2	124.1	124.5	75.00	74.77	72.01
Sudbury	147.7	150.1	147.8	92.60	92.41	89.52
Timmins	90.8	93.4	94.3	71.87	71.38	68.93
London	134.0	132.6	126.4	76.61	75.77	73.54
Sarnia	131.8	134.9	126.9	101.89	101.81	99.61
Windsor	74.2	73.4	76.4	88.57	86.95	84.42
Sault Ste. Marie	146.7	148.8	145.1	99.07	104.91	95.49
Ft. William — Pt. Arthur	112.3	116.9	115.4	81.16	81.86	80.45
Winnipeg	113.6	114.2	115.0	71.22	70.92	69.31
Regina	141.9	143.1	135.6	73.14	71.80	71.23
Saskatoon	145.6	145.2	147.1	70.09	69.12	68.76
Edmonton	198.9	201.1	192.1	76.57	76.20	73.94
Calgary	176.9	178.2	176.9	77.46	77.35	74.34
Vancouver	114.1	116.6	115.0	84.22	83.25	81.53
Victoria	113.3	113.3	113.0	75.94	76.52	74.45

TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960
				$	$	$
Mining	**118.4**	**120.2**	**123.2**	**95.97**	**95.00**	**93.62**
Metal mining	132.7	136.0	138.0	98.02	97.36	95.85
Gold	70.0	72.4	73.4	80.18	79.28	76.53
Other metal	191.3	195.3	198.1	104.11	103.61	102.52
Fuels	85.4	82.4	91.9	97.10	97.21	93.48
Coal	42.9	39.2	50.9	72.62	72.86	73.95
Oil and natural gas	268.4	268.0	268.3	113.89	112.50	109.43
Non-metal	149.6	159.5	147.8	85.87	82.61	84.45
Manufacturing	**112.7**	**113.1**	**111.6**	**81.14**	**80.42**	**78.37**
Durable goods	112.5	113.7	111.6	88.20	87.18	85.09
Non-durable goods	112.9	112.6	111.7	75.24	74.70	72.75
Food and beverages	129.4	129.6	129.9	68.88	68.07	66.57
Meat products	139.9	140.8	139.4	81.17	80.65	78.12
Canned and preserved fruits and vegetables	198.7	177.9	207.9	54.21	49.71	52.17
Grain mill products	104.5	104.2	105.0	81.20	79.28	77.45
Bread and other bakery products	112.4	113.6	113.4	68.13	67.88	66.01
Distilled and malt liquors	100.5	103.4	105.3	98.08	99.05	93.28
Tobacco and tobacco products	80.9	80.2	78.8	81.73	84.16	82.25
Rubber products	102.6	99.9	102.7	86.01	85.22	80.83
Leather products	88.9	89.6	85.8	55.92	55.83	52.90
Boots and shoes (except rubber)	94.7	96.3	93.5	53.13	53.38	50.41
Textile products (except clothing)	80.1	79.3	77.4	65.54	64.88	63.02
Cotton yarn and broad woven goods	74.8	73.1	67.7	63.22	62.68	59.30
Woollen goods	62.4	62.9	64.0	61.75	61.08	59.32
Synthetic textiles and silk	85.1	85.1	83.9	71.22	70.56	69.56
Clothing (textile and fur)	93.8	92.6	92.5	51.84	51.62	49.00
Men's clothing	94.5	93.0	92.2	50.83	49.79	47.31
Women's clothing	104.5	103.5	100.7	53.15	53.92	49.91
Knit goods	73.8	72.8	75.7	51.07	50.88	49.63
Wood products	108.5	111.5	106.0	71.49	69.46	60.07
Saw and planing mills	111.8	116.9	107.3	73.36	70.39	71.01
Furniture	113.6	113.6	114.0	70.26	70.04	67.27
Other wood products	82.7	81.4	84.6	62.47	61.38	62.09
Paper products	127.4	128.5	127.5	95.46	94.96	93.30
Pulp and paper mills	128.2	130.2	128.9	102.90	101.95	100.83
Other paper products	125.5	124.4	124.1	77.65	77.80	74.89
Printing, publishing and allied industries	125.3	123.9	124.5	88.74	87.68	85.75
Iron and steel products	104.5	105.6	102.7	93.26	93.08	89.68
Agricultural implements	47.1	62.3	53.5	95.89	90.89	89.04
Fabricated and structural steel	152.9	153.2	136.3	94.25	92.01	89.99
Hardware and tools	102.2	101.0	98.5	82.77	81.66	80.05
Heating and cooking appliances	103.0	101.8	96.8	81.12	80.64	77.98
Iron castings	95.4	92.3	89.9	90.59	89.90	84.42
Machinery industrial	117.8	116.5	113.6	88.52	88.08	86.66
Primary iron and steel	121.4	120.4	117.3	106.13	109.50	102.66
Sheet metal products	106.9	110.1	111.8	91.83	91.14	91.31
Wire and wire products	111.8	111.9	115.8	95.58	93.62	87.55
Transportation equipment	100.5	104.2	103.4	92.66	90.96	89.77
Aircraft and parts	254.1	255.9	244.7	96.09	92.86	94.73
Motor vehicles	79.7	92.0	98.2	107.04	102.80	100.73
Motor vehicles parts and accessories	102.0	103.5	100.6	89.00	89.99	86.62
Railroad and rolling stock equipment	56.6	58.3	60.3	84.70	84.02	79.89
Shipbuilding and repairing	131.7	129.5	119.8	84.83	82.60	82.34
Non-ferrous metal products	127.1	124.5	130.4	93.66	93.90	90.65
Aluminum products	145.2	144.9	146.7	90.37	90.63	87.23
Brass and copper products	106.0	104.8	102.3	90.96	90.74	85.56
Smelting and refining	143.5	140.4	153.5	101.33	101.92	98.15
Electrical apparatus and supplies	138.7	135.1	133.0	89.32	87.99	85.34
Heavy electrical machinery	102.4	100.7	103.9	96.22	94.59	93.59
Telecommunication equipment	241.8	235.5	217.2	86.32	86.14	84.01
Non-metallic mineral products	147.6	148.5	144.3	86.49	86.01	82.65
Clay products	93.3	93.3	89.7	78.16	77.36	74.55
Glass and glass products	159.7	158.2	151.7	82.96	82.01	79.15
Products of petroleum and coal	136.8	138.5	140.0	115.63	116.21	116.24
Petroleum refining and products	139.7	141.3	143.1	116.19	116.93	117.09
Chemical products	132.6	132.6	133.4	96.16	95.02	91.46
Medicinal and pharmaceutical preparations	120.6	119.7	116.6	83.98	83.51	81.03
Acids, alkalis and salts	155.9	158.5	160.7	107.03	105.50	102.10
Miscellaneous manufacturing industries	144.7	142.6	132.8	71.85	71.01	69.87
Construction	**140.1**	**145.5**	**144.3**	**84.81**	**84.57**	**84.27**
Building and general engineering	133.2	137.8	139.5	92.42	92.35	92.06
Highways, bridges and streets	151.6	158.4	152.2	73.60	73.23	72.53
Electric and motor transportation	140.2	139.7	135.1	83.10	83.89	81.20
Service	155.3	162.3	147.6	55.25	54.84	53.29
Hotels and restaurants	135.5	141.3	135.0	42.26	41.53	41.53
Laundries and dry cleaning plants	126.1	125.2	115.7	48.72	48.18	47.26
Industrial composite	**123.2**	**123.9**	**123.1**	**78.73**	**78.27**	**76.55**

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Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)
(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	September 1961	August 1961	September 1960	September 1961	August 1961	September 1960
Newfoundland	38.0	40.2	39.0	1.66	1.66	1.61
Nova Scotia	40.1	40.8	40.8	1.58	1.54	1.55
New Brunswick	40.6	40.0	41.7	1.57	1.50	1.52
Quebec	42.4	42.0	41.8	1.65	1.64	1.61
Ontario	41.4	41.0	40.9	1.90	1.92	1.86
Manitoba	40.1	40.1	40.2	1.73	1.72	1.65
Saskatchewan	39.2	38.2	38.9	1.94	1.94	1.88
Alberta(1)	39.8	40.1	39.0	1.98	1.95	1.87
British Columbia(2)	38.0	36.9	37.7	2.22	2.18	2.17

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Hours Worked Per week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949–100)	
				Current Dollars	1949 Dollars
	No.	$	$	No.	
Monthly Average 1955	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956	41.0	1 52	62.40	149 5	126.3
Monthly Average 1957	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 October	40.6	1.78	72.66	174.1	134.3
November	40.6	1.79	72.82	174.5	134.6
December	38.7	1.82	70.60	169.1	130.9
1961 January	40.1	1.81	72.76	174.3	135.2
February	40.4	1.82	72.40	175.9	136.2
March	40.3	1.83	73.64	176.4	136.7
April	40.6	1.84	74.56	178.6	138.5
May	40.5	1.84	74.44	178.3	138.3
June	41.0	1.83	75.02	179.7	139.3
July	40.6	1.82	73.95	177.2	137.3
August	40.9	1.82	74.26	177.9	137.8
September*	41.3	1.81	75.00	179.7	139.1
October†	41.2	1.84	75.67	181.3	139.8

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S. page ii.

* Revised.

† Latest figures subject to revision.

TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960	Sept. 1961	Aug. 1961	Sept. 1960
	no.	no.	no.	$	$	$	$	$	$
Mining	**41.9**	**42.1**	**42.1**	**2.13**	**2.10**	**2.07**	**89.30**	**88.66**	**87.35**
Metal mining	42.1	42.2	42.3	2.21	2.19	2.16	93.08	92.34	91.32
Gold	42.6	42.6	43.0	1.75	1.72	1.65	74.62	73.04	71.15
Other metal	41.9	42.1	42.0	2.38	2.36	2.36	99.79	99.55	98.95
Fuels	39.5	40.9	40.7	2.01	1.97	1.94	79.59	80.76	79.19
Coal	38.9	41.1	41.4	1.78	1.75	1.76	69.22	71.90	72.84
Oil and natural gas	40.6	40.6	39.5	2.37	2.33	2.31	96.09	94.61	91.45
Non-metal	44.0	43.1	43.5	1.94	1.91	1.87	85.10	82.31	81.29
Manufacturing	**41.3**	**40.9**	**40.9**	**1.82**	**1.82**	**1.77**	**74.97**	**74.26**	**72.37**
Durable goods	41.6	41.2	41.1	1.99	1.98	1.94	82.75	81.76	79.63
Non-durable goods	41.0	40.6	40.6	1.66	1.67	1.62	68.23	67.65	66.05
Food and beverages	40.7	39.7	41.0	1.53	1.55	1.50	62.48	61.70	61.35
Meat products	40.9	40.6	40.6	1.88	1.88	1.81	76.80	76.35	73.70
Canned and preserved fruits and vegetables	43.9	37.1	43.2	1.14	1.20	1.14	50.18	44.45	49.01
Grain mill products	42.8	42.6	42.7	1.81	1.77	1.73	77.43	75.47	73.98
Bread and other bakery products	41.2	41.7	41.9	1.49	1.49	1.45	61.58	62.21	60.93
Distilled liquors	40.9	40.2	40.4	2.07	2.05	1.99	84.70	82.45	80.54
Malt liquors	39.0	40.9	39.0	2.34	2.33	2.23	91.29	95.23	86.81
Tobacco and tobacco products	39.8	40.7	41.9	1.91	1.95	1.85	76.19	79.37	77.37
Rubber products	42.8	42.4	41.5	1.89	1.87	1.82	81.03	79.36	75.27
Leather products	41.7	41.7	40.3	1.24	1.24	1.20	51.67	51.58	48.51
Boots and shoes (except rubber)	41.4	41.8	40.1	1.19	1.18	1.16	49.15	49.49	46.38
Other leather products	42.1	41.5	40.8	1.35	1.35	1.31	57.08	56.20	53.48
Textile products (except clothing)	42.9	42.6	42.1	1.38	1.38	1.34	59.39	58.58	56.63
Cotton yarn and broad woven goods	42.0	41.6	40.3	1.41	1.41	1.36	59.44	58.76	54.77
Woollen goods	43.6	43.3	43.6	1.30	1.29	1.25	56.64	56.02	54.35
Synthetic textiles and silk	44.0	43.4	43.5	1.45	1.45	1.43	63.87	63.05	62.16
Clothing (textile and fur)	39.5	39.3	38.2	1.19	1.19	1.15	47.17	46.75	43.86
Men's clothing	39.3	38.5	37.4	1.19	1.18	1.15	46.70	45.30	43.08
Women's clothing	38.1	38.4	36.6	1.27	1.28	1.21	48.39	49.14	44.25
Knit goods	41.9	41.9	41.4	1.11	1.10	1.08	46.28	46.13	44.91
*Wood products	42.3	41.5	41.8	1.62	1.60	1.58	68.49	66.38	65.99
Saw and planing mills	41.5	40.4	40.7	1.72	1.69	1.69	71.38	68.10	68.82
Furniture	44.2	44.2	43.4	1.49	1.49	1.45	65.82	65.89	63.02
Other wood products	42.6	41.9	43.5	1.35	1.34	1.32	57.33	56.21	57.30
Paper products	41.5	41.5	41.8	2.17	2.16	2.10	90.11	89.70	87.93
Pulp and paper mills	41.5	41.3	42.0	2.34	2.33	2.26	97.05	96.32	94.99
Other paper products	41.7	41.9	41.5	1.71	1.71	1.65	71.50	71.53	68.65
Printing, publishing and allied industries	39.5	39.2	39.3	2.25	2.22	2.18	89.00	87.25	85.56
*Iron and steel products	41.5	41.3	40.8	2.14	2.15	2.09	88.80	88.72	85.18
Agricultural implements	39.2	37.7	38.8	2.14	2.16	2.01	83.69	81.38	78.24
Fabricated and structural steel	41.0	40.4	41.4	2.10	2.10	2.01	86.24	84.62	83.15
Hardware and tools	42.6	41.9	41.6	1.79	1.79	1.78	76.36	74.97	73.95
Heating and cooking appliances	42.3	41.7	40.9	1.81	1.81	1.78	76.43	75.61	72.68
Iron castings	42.7	42.4	40.6	2.04	2.04	1.96	86.97	86.45	79.87
Machinery, industrial	41.7	41.4	41.6	2.00	1.98	1.95	83.30	81.94	81.02
Primary iron and steel	40.1	41.4	39.7	2.54	2.55	2.49	102.15	105.65	98.91
Sheet metal products	42.3	41.7	42.2	2.08	2.09	2.07	87.95	87.12	87.50
Wire and wire products	42.5	41.8	40 5	2.13	2.11	2.02	90.34	88.31	81.70
*Transportation equipment	40.7	40.1	40.7	2.12	2.12	2.06	86.46	85.17	83.78
Aircraft and parts	41.7	40.8	42.0	2.11	2.08	2.07	88.01	84.84	87.01
Motor vehicles	42.0	40.4	41.2	2.35	2.35	2.26	98.53	95.00	93.26
Motor vehicle parts and accessories	39.7	40.3	40.1	2.08	2.09	2.01	82.61	84.19	80.59
Railroad and rolling stock equipment	39.7	39.5	39.5	2.08	2.08	1.96	82.62	81.95	77.35
Shipbuilding and repairing	40.3	39.5	40.3	2.07	2.04	2.00	83.35	80.81	80.72
*Non-ferrous metal products	41.0	41.0	40.8	2.14	2.14	2.08	87.68	87.64	85.01
Aluminum products	42.7	43.2	43.4	1.88	1.89	1.82	80.23	81.49	78.82
Brass and copper products	42.6	42.3	40.0	2.03	2.03	1.98	86.24	85.99	79.42
Smelting and refining	39.8	40.8	40.3	2.39	2.38	2.30	95.20	95.40	92.52
*Electrical apparatus and supplies	42.0	41.1	40.7	1.89	1.88	1.85	79.56	77.35	75.02
Heavy electrical machinery and equipment	41.8	40.9	41.0	2.09	2.07	2.06	87.31	84.84	84.71
Telecommunication equipment	41.7	40.6	40.6	1.73	1.73	1.68	72.11	70.28	68.23
Refrigerators, vacuum cleaners and appliances	40.9	40.0	39.9	1.91	1.89	1.88	77.92	75.65	74.93
Wire and cable	43.3	44.4	39.8	2.12	2.12	2.06	91.70	94.05	82.04
Miscellaneous electrical products	42.3	40.9	40.9	1.82	1.79	1.73	76.87	73.13	70.89
*Non-metallic mineral products	43.6	43.5	42.9	1.87	1.87	1.81	81.75	81.48	77.81
Clay products	43.1	42.8	42.0	1.70	1.68	1.63	73.28	71.91	68.62
Glass and glass products	41.4	40.6	40.9	1.88	1.91	1.83	77.60	77.72	74.70
Products of petroleum and coal	40.4	41.1	40.8	2.56	2.56	2.55	103.32	105.27	103.89
Chemical products	41.2	40.6	40.6	2.04	2.04	1.99	84.28	82.92	80.96
Medicinal and pharmaceutical preparations	40.3	39.8	39.5	1.56	1.56	1.53	63.09	62.11	60.58
Acids, alkalis and salts	40.6	40.0	40.4	2.37	2.36	2.28	96.36	94.62	92.08
Miscellaneous manufacturing industries	42.1	41.3	41.9	1.49	1.50	1.45	62.63	61.89	60.73
Construction	**42.5**	**42.6**	**43.1**	**1.96**	**1.96**	**1.94**	**83.40**	**83.46**	**83.56**
Building and general engineering	42.1	42.1	42.7	2.15	2.15	2.12	90.44	90.55	90.69
Highways, bridges and streets	43.2	43.4	43.7	1.65	1.64	1.63	71.44	71.20	71.17
Electric and motor transportation	43.6	44.3	43.6	1.90	1.90	1.85	82.69	84.20	80.60
Service	**38.6**	**38.9**	**39.0**	**1.07**	**1.04**	**1.05**	**41.28**	**40.67**	**40.91**
Hotels and restaurants	38.4	39.2	39.2	1.04	1.01	1.02	39.78	39.38	39.90
Laundries and dry cleaning plants	40.1	39.4	39.7	1.04	1.03	1.01	41.70	40.82	40.29

*Durable manufactured goods industries.

52905-7—8½

D—National Employment Service Statistics

Statistics presented in the following tables relate to registrations for employment and vacancies notified by employers at NES offices. These data are derived from reports prepared in National Employment Service offices and processed in the Unemployment Insurance Section, D.B.S.

TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1956	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958	7,450	7,270	14,720	596,104	147,349	743,453
January 1, 1959	8,643	8,549	17,192	562,257	158,163	720,420
January 1, 1960	9,097	9,779	18,876	522,206	157,962	680,168
January 1, 1961	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961	9,927	11,387	21,314	683,034	180,982	864,016
May 1, 1961	14,098	13,802	27,900	594,904	172,884	767,788
June 1, 1961	17,078	17,208	34,286	418,218	151,611	569,829
July 1, 1961	15,103	16,445	31,548	268,284	125,447	393,731
August 1, 1961	15,880	14,732	30,612	246,016	117,993	364,009
Seprember 1, 1961	14,963	17,850	32,813	216,245	104,695	320,940
October 1, 1961	14,645	17,066	31,711	216,358	101,260	317,618
November 1, 1961	12,936	14,979	27,915	249,228	107,697	356,925
December 1, 1961(1)	17,462	15,940	33,402	329,331	125,001	454,332
January 1, 1962(1)	11,402	10,866	22,268	478,734	136,654	615,388

(1) Latest figures subject to revision.

* Current Vacancies only. Deferred Vacancies are excluded.

TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT NOVEMBER 30, 1961(1)

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from November 30, 1960
Agriculture, Fishing, Trapping	278	65	343	+ 99
Forestry	564	9	573	− 28
Mining, Quarrying and Oil Wells	310	37	347	− 10
Manufacturing	2,738	1,723	4,461	+ 1,364
Construction	1,061	52	1,113	+ 275
Transportation, Storage and Communication	529	195	724	+ 185
Public Utility Operation	82	17	99	+ 30
Trade	2,010	2,581	4,591	+ 1,376
Finance, Insurance and Real Estate	695	483	1,178	+ 411
Service	9,409	10,866	20,275	+ 2,847
GRAND TOTAL	**17,676**	**16,028**	**33,704**	**+ 6,549**

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT NOVEMBER 30, 1961[1]

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies[2]			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers	1,736	1,525	3,261	7,040	1,892	8,932
Clerical Workers	4,527	5,461	9,988	16,182	45,839	62,021
Sales Workers	1,397	1,514	2,911	7,286	13,972	21,258
Personal and Domestic Service Workers	702	5,650	6,352	33,727	25,700	59,427
Seaman	2	.....	2	1,633	15	1,648
Agriculture, Fishing, Forestry (Ex. log.)	264	35	299	5,304	445	5,749
Skilled and Semi-Skilled Workers	4,218	1,114	5,332	144,225	17,028	161,253
Food and kindred products (incl. tobacco)	58	10	68	1,347	435	1,782
Textiles, clothing, etc.	110	769	879	2,602	10,712	13,314
Lumber and lumber products	602	8	610	13,593	124	13,717
Pulp, paper (incl. printing)	55	23	78	1,063	439	1,502
Leather and leather products	43	87	130	857	792	1,649
Stone, clay and glass products	8	.....	8	481	34	515
Metalworking	648	21	669	15,045	746	15,791
Electrical	185	25	210	2,612	741	3,353
Transportation equipment	9	.....	9	500	30	530
Mining	23	.....	23	1,813	.....	1,813
Construction	510	.....	510	40,488	9	40,497
Transportation (except seamen)	750	15	765	27,927	113	28,040
Communications and public utility	49	.....	49	690	3	693
Trade and service	149	110	259	5,165	1,842	7,007
Other skilled and semi-skilled	854	34	888	21,854	725	22,579
Foremen	68	11	79	3,207	277	3,484
Apprentices	97	1	98	4,981	6	4,987
Unskilled Workers	4,616	641	5,257	113,934	20,110	134,044
Food and tobacco	138	130	268	4,403	5,691	10,094
Lumber and lumber products	74	14	88	12,363	417	12,780
Metalworking	29	13	42	6,319	439	6,758
Construction	3,127	.....	3,127	59,537	1	59,538
Other unskilled workers	1,248	484	1,732	31,312	13,562	44,874
GRAND TOTAL	**17,462**	**15,940**	**33,402**	**329,331**	**125,001**	**454,332**

[1] Preliminary—subject to revision.

[2] Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—REGISTRATIONS AT NOV. 30, 1961 AND DEC. 1, 1960

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Nov. 30, 1961	Dec. 1, 1960
Newfoundland	**11,255**	**15,278**
Corner Brook	2,443	3,018
Grand Falls	1,694	1,533
St. John's	7,718	10,727
Prince Edward Island	**2,018**	**2,543**
Charlottetown	1,224	1,509
Summerside	794	1,034
Nova Scotia	**18,942**	**20,922**
Amherst	646	968
Bridgewater	719	1,234
Halifax	4,723	5,265
Inverness	363	389
Kentville	1,328	2,023
Liverpool	396	509
New Glasgow	2,062	2,509
Springhill	818	981
Sydney	4,284	3,960
Sydney Mines*	986	.....
Truro	1,315	1,439
Yarmouth	1,302	1,645
New Brunswick	**15,934**	**20,072**
Bathurst	1,850	2,600
Campbellton	1,177	1,620
Edmundston	1,155	1,129
Fredericton	1,242	1,579
Minto	339	473
Moncton	3,856	4,796
Newcastle	1,141	1,512
Saint John	2,857	3,422
St. Stephen	1,132	1,315
Sussex	386	571
Woodstock	799	1,055
Quebec	**129,937**	**154,840**
Alma	1,572	1,342
Asbestos	474	652
Baie Comeau	672	533
Beauharnois	953	1,170
Buckingham	745	984
Causapscal	1,183	1,023
Chandler	1,137	647
Chicoutimi	2,032	1,936
Cowansville	288	380
Dolbeau	1,134	1,054
Drummondville	1,524	2,147
Farnham	432	575
Forestville	550	336
Gaspé	870	835
Granby	1,694	2,330
Hull	2,900	3,526
Joliette	2,585	3,625
Jonquière	2,250	2,523
Lachute	566	809
La Malbaie	978	1,020
La Tuque	843	649
Lévis	2,301	3,339
Louiseville	779	1,115
Magog	464	656
Maniwaki	552	760
Matane	1,492	923
Mégantic	539	989
Mont-Laurier	704	758
Montmagny	1,287	1,165
Montréal	47,755	60,156
New Richmond	993	1,144
Port Alfred	673	605
Québec	9,383	11,068
Rimouski	2,668	2,574
Rivière du Loup	2,531	2,499
Roberval	1,210	1,049
Rouyn	2,439	2,183
Ste. Agathe des Monts	571	801
Ste. Anne de Bellevue	707	958
Ste. Thérèse	1,587	2,208
St. Hyacinthe	1,417	2,098
St. Jean	1,621	2,098
St. Jérome	1,242	2,626
Sept-Iles	1,400	1,748
Shawinigan	3,510	3,313
Sherbrooke	3,994	4,446
Sorel	1,674	1,981
Thetford Mines	1,040	1,458
Trois-Rivières	3,548	4,163
Quebec—Concluded		
Val d'Or	1,537	1,850
Valleyfield	1,695	2,214
Victoriaville	1,443	2,156
Ville St. Georges	1,799	1,643
Ontario	**149,982**	**182,266**
Amprior	310	278
Barrie	1,035	1,281
Belleville	1,615	1,891
Bracebridge	985	1,083
Brampton	1,036	1,394
Brantford	2,616	3,342
Brockville	566	730
Carleton Place	232	257
Chatham	1,877	2,080
Cobourg	834	968
Collingwood	614	882
Cornwall	2,431	3,303
Elliot Lake	635	317
Fort Erie	585	809
Fort Frances	647	603
Fort William	2,045	2,319
Galt	1,122	1,872
Gananoque	351	336
Goderich	482	631
Guelph	1,623	1,996
Hamilton	10,974	16,218
Hawkesbury	541	741
Kapuskasing	1,084	957
Kenora	984	841
Kingston	2,217	2,110
Kirkland Lake	1,387	1,439
Kitchener	2,006	3,088
Leamington	808	1,036
Lindsay	488	591
Listowel	297	362
London	3,835	5,469
Long Branch	3,249	4,209
Midland	696	810
Napanee	506	529
Newmarket	1,136	1,369
Niagara Falls	2,355	2,789
North Bay	1,455	1,865
Oakville	732	1,031
Orillia	787	1,180
Oshawa	3,972	4,471
Ottawa	6,317	6,058
Owen Sound	1,101	1,526
Parry Sound	511	380
Pembroke	1,572	1,758
Perth	456	575
Peterborough	2,819	3,339
Picton	302	391
Port Arthur	3,523	3,401
Port Colborne	768	1,051
Prescott	594	734
Renfrew	369	451
St. Catharines	3,763	3,998
St. Thomas	1,245	1,396
Sarnia	2,573	3,048
Sault Ste. Marie	2,213	3,480
Simcoe	825	906
Sioux Lookout	242	186
Smiths Falls	380	449
Stratford	689	810
Sturgeon Falls	892	906
Sudbury	3,227	4,002
Tillsonburg	419	323
Timmins	2,085	2,031
Toronto	35,512	43,391
Trenton	571	809
Walkerton	541	846
Wallaceburg	584	666
Welland	2,054	2,508
Weston	3,208	3,754
Windsor	8,793	10,309
Woodstock	864	1,307
Manitoba	**21,033**	**22,540**
Brandon	1,772	2,028
Dauphin	1,244	1,366
Flin Flon	223	267
Portage la Prairie	1,047	1,002
The Pas	346	335
Winnipeg	18,401	17,542

TABLE D-4—REGISTRATIONS AT NOV. 30, 1961 AND DEC. 1, 1960

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Nov. 30, 1961	Dec. 1, 1960	Office	Nov. 30, 1961	Dec. 1, 1960
Saskatchewan	**16,292**	**16,244**	**British Columbia**—Concluded		
Estevan	417	506	Cranbrook	800	1,114
Lloydminster	360	406	Dawson Creek	840	969
Moose Jaw	1,416	1,474	Duncan	791	880
North Battleford	960	1,070	Kamloops	1,370	1,509
Prince Albert	1,980	2,004	Kelowna	1,150	1,254
Regina	4,272	3,934	Kitimat	158	218
Saskatoon	3,610	3,740	Mission City	1,155	1,406
Swift Current	925	797	Nanaimo	987	1,372
Weyburn	443	437	Nelson	937	1,186
Yorkton	1,909	1,876	New Westminster	9,105	10,198
			Penticton	1,351	1,341
Alberta	**28,105**	**30,872**	Port Alberni	636	870
Blairmore	362	363	Prince George	2,145	2,884
Calgary	8,994	10,805	Prince Rupert	1,425	1,802
Drumheller	424	354	Princeton	455	551
Edmonton	12,444	13,029	Quesnel	983	1,380
Edson	398	678	Trail	748	918
Grande Prairie	800	854	Vancouver	24,797	30,896
Lethbridge	2,163	2,224	Vernon	1,801	2,169
Medicine Hat	1,290	1,209	Victoria	3,724	5,468
Red Deer	1,230	1,356	Whitehorse	552	547
British Columbia	**58,834**	**72,402**	**CANADA**	**454,332**	**537,979** [1]
Chilliwack	1,942	2,059	Males	329,331	393,856 [1]
Courtenay	982	1,411	Females	125,001	144,123 [1]

[1] Preliminary subject to revision.

*Prior to March 1961, the office at Sydney Mines, N.S. operated as a branch of the Sydney, N.S., local office.

E—Unemployment Insurance

Unemployment insurance statistics are concerned with numbers of persons covered by insurance and claimants for benefit at Unemployment Insurance Commission local offices. The data are compiled in the Unemployment Insurance Section, D.B.S. from information supplied by the UIC.

TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1961

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid $
Newfoundland	3.4	14,126	302,577
Prince Edward Island	0.5	2,031	40,030
Nova Scotia	8.4	35,380	799,782
New Brunswick	5.8	24,286	513,213
Quebec	51.2	214,945	4,982,307
Ontario	63.6	267,220	6,421,034
Manitoba	7.2	30,058	695,539
Saskatchewan	4.4	18,369	418,546
Alberta	7.9	32,998	788,271
British Columbia	21.0	88,311	2,153,748
Total, Canada, October 1961	173.3	727,724	17,115,047
Total, Canada, September 1961	173.2	692,684	16,802,313
Total, Canada, October 1960	225.9	903,403	20,650,922

TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, OCTOBER 31, 1961

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percentage Postal	October 31, 1960 Total claimants
		2 or Less	3–4	5–8	9–12	13–16	17–20	Over 20		
Canada	268,682	104,835	34,446	40,863	23,799	16,323	11,584	36,832	26.7	330,223
Male	185,454	80,254	24,754	27,473	14,800	9,421	6,380	22,372	27.8	230,025
Female	83,228	24,581	9,692	13,390	8,999	6,902	5,204	14,460	24.3	100,198
Newfoundland	5,461	2,052	564	717	437	323	235	1,133	62.7	6,886
Male	4,513	1,843	455	565	341	229	161	919	64.8	5,718
Female	948	209	109	152	96	94	74	124	52.7	1,168
Prince Edward Island	765	289	73	115	64	50	46	128	55.3	896
Male	471	212	44	63	36	30	21	65	59.0	588
Female	294	77	29	52	28	20	25	63	49.3	308
Nova Scotia	12,134	3,558	1,509	2,041	1,273	789	569	2,395	36.1	14,069
Male	9,332	2,845	1,176	1,553	970	548	395	1,845	37.0	11,277
Female	2,802	713	333	488	303	241	174	550	33.0	2,792
New Brunswick	9,272	3,341	1,259	1,392	766	573	393	1,548	51.8	11,286
Male	6,484	2,559	882	969	481	349	228	1,016	53.6	8,456
Female	2,788	782	377	423	285	224	165	532	47.7	2,830
Quebec	79,590	30,585	10,200	12,022	7,171	5,089	3,845	10,678	27.3	99,111
Male	55,591	23,481	7,648	8,407	4,542	2,931	2,090	6,492	28.2	67,991
Female	23,999	7,104	2,552	3,615	2,629	2,158	1,755	4,186	25.1	31,120
Ontario	90,451	35,051	11,749	13,761	8,158	5,451	3,765	12,516	20.3	118,603
Male	60,316	25,962	8,092	8,993	5,006	3,149	1,963	7,151	20.1	79,761
Female	30,135	9,089	3,657	4,768	3,152	2,302	1,802	5,365	20.6	38,842
Manitoba	13,703	6,471	1,284	1,820	1,051	882	613	1,582	19.1	12,294
Male	9,782	5,122	886	1,187	672	513	370	1,032	20.4	8,185
Female	3,921	1,349	398	633	379	369	243	550	15.9	4,109
Saskatchewan	7,356	2,573	1,051	1,238	740	494	323	937	42.1	6,917
Male	4,846	1,974	752	787	419	258	163	493	44.9	4,463
Female	2,510	599	299	451	321	236	160	444	36.7	2,454
Alberta	14,717	6,304	1,877	2,104	1,373	865	560	1,634	27.8	16,468
Male	9,474	4,820	1,207	1,166	685	411	284	901	30.7	11,305
Female	5,243	1,484	670	938	688	454	276	733	22.4	5,163
British Columbia	35,233	14,611	4,880	5,653	2,766	1,807	1,235	4,281	24.9	43,693
Male	24,645	11,436	3,612	3,783	1,648	1,003	705	2,458	26.1	32,281
Female	10,588	3,175	1,268	1,870	1,118	804	530	1,823	22.1	11,412

TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, OCTOBER, 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland	2,797	1,986	811	2,302	1,421	881	982
Prince Edward Island	385	263	122	328	236	92	113
Nova Scotia	5,549	3,333	2,216	5,137	3,680	1,457	1,541
New Brunswick	5,045	3,057	1,988	4,580	3,355	1,225	1,460
Quebec	46,260	28,130	18,130	40,450	28,108	12,342	15,686
Ontario	54,436	32,429	22,007	54,723	39,061	15,662	16,003
Manitoba	7,109	4,615	2,494	6,157	4,297	1,860	1,725
Saskatchewan	4,648	3,194	1,454	4,010	2,715	1,295	1,382
Alberta	9,782	6,286	3,496	8,292	5,827	2,465	2,874
British Columbia	22,049	13,577	8,472	20,351	13,937	6,414	6,118
Total, Canada, October 1961	158,060	96,870	61,190	146,330	102,637	43,693	47,884
Total, Canada, September 1961	121,980	69,836	52,144	115,995	84,698	31,297	36,154
Total, Canada, October 1960	178,211	103,919	74,292	162,512	122,331	40,181	50,113

* In addition, revised claims received numbered 38,732.

† In addition, 37,739 revised claims were disposed of. Of these, 4,559 were special requests not granted and 1,730 were appeals by claimants. There were 10,731 revised claims pending at the end of the month.

TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—September	3,948,000	3,718,800	229,200
August	3,987,000	3,757,700	229,300
July	3,971,000	3,715,700	255,300
June	3,943,000	3,676,100	266,900
May	3,891,000	3,550,000	341,000
April	4,126,000	3,142,900	713,100
March	4,210,000	3,372,000	838,000
February	4,247,000	3,374,200	872,800
January	4,240,000	3,393,100	846,900
1960—December	4,251,000	3,496,900	754,100
November	4,110,000	3,624,800	485,200
October	4,002,000	3,671,800	330,200
September	3,998,000	3,718,500	279,500

F—Prices

TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX

1957 Weighted

(1949 - 100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year	127.2	122.2	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—December	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8
June	129.0	123.5	132.9	112.5	141.2	155.0	145.8	115.8
July	129.0	124.9	132.9	112.2	138.7	155.1	145.0	115.8
August	129.1	125.3	132.9	112.1	139.0	154.6	145.4	116.1
September	129.1	123.2	133.5	113.1	140.0	155.0	146.7	117.3
October	129.2	123.3	133.6	113.6	140.	155.3	146.2	117.3
November	129.7	123.6	133.7	114.0	141.5	156.7	146.3	117.3
December	129.8	124.5	133.8	113.7	141.1	156.8	146.3	117.3

TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1961

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Nov. 1960	Oct. 1961	Nov. 1961					
(1)St. John's, Nfld.	115.9	116.5	116.4	110.5	114.5	110.5	111.9	132.8
Halifax	128.4	129.2	129.7	121.6	137.6	123.4	130.7	140.9
Saint John	130.0	130.8	130.8	125.2	141.5	120.9	124.5	144.4
Montreal	129.7	130.4	130.8	131.1	146.8	108.1	120.2	140.4
Ottawa	130.2	132.1	131.8	125.4	149.7	119.4	123.0	142.7
Toronto	131.9	132.5	131.9	123.4	152.3	117.5	125.9	141.3
Winnipeg	127.7	128.7	128.9	127.2	136.8	119.0	120.5	137.5
Saskatoon—Regina	125.5	126.8	126.4	124.4	124.4	123.5	126.6	131.5
Edmonton—Calgary	125.7	126.0	125.7	120.3	125.7	121.6	127.8	134.1
Vancouver	130.8	129.6	130.1	124.9	137.0	116.4	135.7	137.5

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

G—Strikes and Lockouts

TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956	221	229	88,680	1,246,000	0.11
1957	242	249	91,409	1,634,880	0.14
1958	253	262	112,397	2,872,340	0.24
1959	203	218	100,127	2,286,900	0.19
1960	268	274	49,408	738,700	0.06
1960: November	27	56	5,578	52,640	0.05
December	12	29	1,895	30,190	0.03
*1961: January	6	21	2,346	28,140	0.03
February	8	18	1,601	20,320	0.02
March	21	34	4,426	41,160	0.04
April	18	30	6,265	59,240	0.06
May	33	50	12,001	107,480	0.10
June	21	38	12,323	128,020	0.12
July	28	41	8,826	94,560	0.09
August	32	47	8,067	64,570	0.06
September	31	53	10,664	105,500	0.09
October	30	58	41,043	428,650	0.39
November	22	48	11,032	123,940	0.11

* Preliminary.

TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1961, BY INDUSTRY

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging	1	220	2,200
Fishing	...	...	...
Mining	2	1,022	11,040
Manufacturing	21	2,841	30,780
Construction	13	4,787	56,900
Transportation, etc.	3	1,028	4,010
Public utilities	1	200	430
Trade	4	112	2,290
Service	3	822	16,290
All industries	48	11,032	123,940

TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1961, BY JURISDICTION

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	...	...	...
Prince Edward Island	...	...	...
Nova Scotia	1	572	1,140
New Brunswick	2	187	440
Quebec	8	1,755	22,780
Ontario	30	7,295	91,660
Manitoba	1	40	800
Saskatchewan	...	...	...
Alberta	1	115	170
British Columbia	4	184	4,000
Federal	1	884	2,950
All jurisdictions	48	11,032	123,940

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1961

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
LOGGING						
Henry Selin Forest Products, Nassau Lake, Ont.	Carpenters Loc. 2995 (AFL-CIO/CLC)	220	2,200	5,880	Oct. 3 Nov. 13	Wages, hours, working conditions, seniority~7¢ an hr. increase in planing mill, 10¢ an hr. in saw-mill, higher piece work rates; improved working conditions.
MINING						
Metal Mining						
Opemiska Copper Mines, Chapais, Que.	Mining Employees' Federation (CNTU)	450	9,900	13,500	Oct. 20	Job classification, sickness and accident insurance, seniority, union security~
Coal etc.						
Dominion Coal (No. 18 Colliery), New Victoria, N.S.	Mine Workers Loc. 7557 (Ind.)	572	1,140	1,140	Nov. 1 Nov. 3	Arrangements for returning to surface after completion of "task work"~ Return of workers pending negotiations.
MANUFACTURING						
Textile Products						
Canadian Industries Ltd. New Toronto, Ont.	Mine Workers District 50 (Ind.)	208	620	620	Nov. 27 Nov. 30	Wages, hours~11¢ an hr. increase, five day week Monday to Friday.
Hamilton Cotton and Trent Cotton, Dundas, Hamilton and Trenton, Ont.	Textile Workers' Union Locs. 723, 974 and 979 (AFL-CIO/CLC)	777	3,110	3,110	Nov. 27	Wages~
Wood Products						
Canadian Office and School Furniture, Preston, Ont.	Carpenters Loc. 3189 (AFL-CIO/CLC)	127	2,330	7,420	Sep. 8	Union security~
Dominion Ayers, Ayersville, Que.	Carpenters Loc. 3263 (AFL-CIO/CLC)	133 (26)	2,930	6,680	Sep. 22	Wages~
Iron and Steel Products						
Royal Typewriter, Montreal, Que.	Steelworkers Loc. 4711 (AFL-CIO/CLC)	111	1,440	1,440	Nov. 3 Nov. 22	Wages~Wage increase of 5¢ an hr.
Transportation Equipment						
Fruehauf Trailer, Dixie, Ont.	Auto Workers Loc. 252 (AFL-CIO/CLC)	161	3,540	6,360	Oct. 5	Wages, hours, overtime~
Electrical Apparatus and Supplies						
Universal Cooler, Barrie, Ont.	Auto Workers Loc. 700 (AFL-CIO/CLC)	102	2,070	3,210	Oct. 16	Wages, union recognition~
Canadian Westinghouse, Toronto, Ont.	U.E. Loc. 512 (Ind.)	143	290	290	Nov. 29	Wages, seniority, holidays~
Non-Metallic Mineral Products						
Canada Cement, Montreal, Que.	Cement Workers Loc. 215 (AFL-CIO/CLC)	400	4,400	4,400	Nov. 16	Wages, fringe benefits~
Canada Cement, Pointe Anne, Ont.	Cement Workers Loc. 219 (AFL-CIO/CLC)	150	1,650	1,650	Nov. 16	Wages, fringe benefits~
Canada Cement, Port Colborne, Ont.	Cement Workers Loc. 305 (AFL-CIO/CLC)	109	1,200	1,200	Nov. 16	Wages, fringe benefits~
Canada Cement, Woodstock, Ont.	Cement Workers Loc. 368 (AFL-CIO/CLC)	123	1,350	1,350	Nov. 16	Wages, fringe benefits~
CONSTRUCTION						
Toronto Sheet Metal Labour Bureau, Toronto, Ont.	Sheet Metal Workers Loc. 30 (AFL-CIO/CLC)	500	10,500	32,100	Sep. 11 Nov. 29	Wages, travelling time~ 15¢ an hr. retroactive to Sep. 1, 1961, 3¢ an hr. effective May 1, 1962.
Structural Steel Erectors Association of Ontario, Toronto, Hamilton, other centres, Ont.	Structural Iron Workers, various locs. (AFL-CIO/CLC)	966	12,560	39,290	Sep. 12 Nov. 20	Wages, fringe benefits~ 10¢ an hr. increase, plus 7¢ an hr. for welfare fund Jan. 1, 1962, 6¢ May 1, 1962.

TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1961

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
Windsor Builders and Contractors Exchange, Windsor, Ont.	I.B.E.W. Loc. 773 other building trades unions (AFL-CIO/CLC)	1,900	24,700	74,640	Sep. 20 Nov. 20	Wages, fringe benefits~ 25-30¢ an hr. over a 2-yr. period, improved fringe benefits.
Toronto Builders Exchange, Toronto, Ont.	Structural Iron Workers Loc. 721 (AFL-CIO/CLC)	270	5,130	7,290	Oct. 20 Nov. 28	Wages~10¢ an hr. increase immediately, 5¢ an hr. Jan. 1, 1962, 3¢ an hr. May 1, 1962; 5¢ an hr. to welfare fund starting Jan. 1962.
Ontario Lathing Contractors, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO/CLC)	100	1,800	1,800	Nov. 7	Alleged failure to honour agreement~
Brown & Root, Windfall, Alta.	Plumbers Loc. 488 (AFL-CIO/CLC)	115	170	170	Nov. 7 Nov. 9	Living conditions in camp ~Return of workers.
Meco Electric, Smiths Falls, Ont.	I.B.E.W. Loc. 586 (AFL-CIO/CLC)	161	160	160	Nov. 22 Nov. 23	Pay for travelling time~ Return of workers pending further negotiations.
Saint John Builders' Exchange, Saint John, N.B.	Carpenters Loc. 1386 (AFL-CIO/CLC)	184	370	370	Nov. 27	Wages, working conditions, paid statutory holidays, union security~
Bedford District Contractors Association, Granby and district, Que.	Building Workers' Federation (CNTU)	505	510	510	Nov. 30	Wages, hours, union security~
TRANSPORTATION ETC.						
Transportation						
Five automobile hauling firms, Various centres, Que. and Ont.	Teamsters Loc. 880 (Ind.)	884	2,950	2,950	Nov. 26	Wages, control of welfare fund~
Four automobile hauling firms, Oakville, Oshawa, Windsor, other points, Ont.	Teamsters Loc. 880 (Ind.)	111	370	370	Nov. 26	Wages, control of welfare fund~
PUBLIC UTILITY OPERATION						
Hydro Electric Power Commission, Hamilton, Ont.	I.B.E.W. Loc. 138 (AFL-CIO/CLC)	200	430	430	Nov. 10 Nov. 12	Wages, fringe benefits~ Wage increase, improved fringe benefits.
SERVICE						
Government Service						
City of Hamilton, Hamilton, Ont.	International Operating Engineers Loc. 700 (AFL-CIO)	135	770	3,950	Sep. 28 Nov. 8	Wages~Wage increase, improved fringe benefits.
Personal Service						
Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	675	15,210	134,790	Apr. 24	Wages~

Figures in parentheses indicate the number of workers indirectly affected.

Technical Note to "G" Tables

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1948).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages are not likely to lead to major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

H—Industrial Accidents

TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1961 BY GROUPS OF INDUSTRIES AND CAUSES

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects	....	....	....	....	....	....	....	....	....	....	....	....	....
Struck by:													
(a) Tools, machinery, cranes, etc.	....	1	....	....	1	3	....	....	1	....	....	....	6
(b) Moving vehicles	....	....	....	....	....	6	....	5	....	....	2	....	13
(c) Other objects	3	15	....	8	5	12	....	3	2	....	2	....	50
Caught in, on or bewteen machinery, vehicles, etc.	10	....	....	2	6	5	....	1	1	....	2	1	28
Collisions, derailments, wrecks, etc.	1	2	....	1	4	5	1	17	2	....	2	....	35
Falls and slips:													
(a) On same level	....	1	....	2	1	....	....	....	....	....	1	....	5
(b) To different levels	2	1	....	3	11	23	....	2	....	....	1	....	43
Conflagrations, temperature extremes and explosions	2	....	....	....	2	5	....	....	....	....	1	....	10
Inhalation, absorptions, asphyxiation and industrial diseases	....	....	....	5	9	....	....	....	....	....	....	....	14
Electric current	....	....	....	2	5	10	3	1	1	....	1	....	23
Over-exertion	....	....	....	....	1	....	....	1	1	....	1	....	4
Miscellaneous accidents	....	....	....	....	....	....	....	....	....	....	....	....	....
Total, third quarter 1961	18	20	....	23	45	69	4	30	8	....	13	1	231*
Total, third quarter 1960	26	25	11	57	58	74	12	54	10	....	35	....	352

*Of this total 186 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners: details of the remaining 45 were obtained from other non-official sources.

TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1961

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture	.....	.....	1	.....	4	8	1	2	2	.....	.....	18
Logging	.....	.....	1	1	1	3	.....	.....	.....	14	.....	20
Fishing and Trapping	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Mining and Quarrying	2	.....	2	.....	.....	6	5	2	3	3	.....	23
Manufacturing	.....	.....	2	1	4	29	.....	.....	2	7	.....	45
Construction	2	.....	3	5	16	17	2	2	10	12	.....	69
Public Utilities	.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	4
Transportation, Storage and Communications	2	1	.....	1	3	14	1	.....	3	5	.....	30
Trade	1	.....	.....	.....	.....	4	1	.....	1	1	.....	8
Finance	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Service	.....	.....	.....	.....	.....	4	.....	4	3	2	.....	13
Unclassified	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1
Total	7	1	9	8	30	88	10	10	24	44	.....	231

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